

CITY OF NEENAH
FINANCE AND PERSONNEL COMMITTEE MEETING
Monday, August 7, 2023– 6:00 p.m.
Council Chambers, Neenah City Administration Building
211 Walnut Street, Neenah, Wisconsin

NOTICE IS HEREBY GIVEN, pursuant to the requirements of Wis. Stats. Sec. 19.84, that a majority of the Neenah Common Council may be present at this meeting. Common Council members may be present to gather information about a subject over which they have decision-making responsibility. This constitutes a meeting of the Neenah Common Council and must be noticed as such. The Council will follow the same agenda as the committee, but will not take any formal action at this meeting.

AGENDA

1. Public Appearances
2. Approval of Minutes from the July 10, 2023 Regular Meeting (minutes can be found on the City's website)
3. Request to Update Salary Plan and Performance Review Policies (Attachments) (Fairchild)
4. Add Wisconsin Retirement System Income Continuation Insurance (Attachments) (Rasmussen)
5. 2nd Quarter Financials (Attachments) (Rasmussen)
6. Adjournment

In accordance with the requirements of Title II of the Americans with Disabilities Act (ADA), the City of Neenah will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities. If you need assistance, or reasonable accommodation in participating in this meeting or event due to a disability as defined under the ADA, please call the Clerk's Office (920) 886-6100 or the **City's ADA Coordinator at (920) 886-6106 or e-mail attorney@ci.Neenah.wi.us** at least 48 hours prior to the scheduled meeting or event to request an accommodation.

**CITY OF NEENAH
FINANCE AND PERSONNEL COMMITTEE MEETING
Monday, July 10, 2023 – 6:00 p.m.
Council Chambers, Neenah City Administration Building
211 Walnut Street, Neenah, Wisconsin**

MINUTES

The meeting was called to order at 6:15pm.

Present: Chairman Erickson; Aldermen Boyette, Skyrms and Steiner; Mayor Lang and Director of Finance Rasmussen.

Others Present: Director of Human Resources and Safety Fairchild (via telephone) and Network Administrator Schroeder.

Absent/Excused: President Borchardt and City Attorney Rashid.

Public Appearances: None.

Minutes: Motion/Second/Carried Steiner/Boyette to approve the minutes from the June 12, 2023, Regular meeting. All voting aye.

Core Switch Replacement Request

Committee reviewed memo from Director of Information Systems Wenninger requesting approval to purchase 2 Aruba ANW 8100 switches and the necessary engineering services to replace the core switch that resides in the data center from Heartland Business Systems for an amount up to \$30,000. Funding for this purchase was approved in the 2022 Capital Equipment Budget and carried forward to 2023 in the amount of \$50,000.

The current core switch, a Cisco 4507E model, is 10 – 12 years old and will be reaching end of support in the near future. This switch will be replaced by 2 Aruba ANW 8100 switches. By replacing the single core switch with 2 switches the City will realize better performance through load balancing, in addition to building in redundancy if one of the switches should fail.

Motion/Second/Carried Skyrms/Boyette to recommend Council to approve the purchase of 2 Aruba ANW 8100 switches and the necessary engineering services to replace the core switch that resides in the data center from Heartland Business Systems for an amount up to \$30,000. All voting aye.

Reclassify the Administrative Assistant to the Mayor Position

Committee reviewed memo and resolution from Director of Human Resources and Safety Fairchild seeking authorization to modify the position of the Administrative Assistant to the Mayor to a Public Relation Specialist, reclassifying the position to a grade 8 from a grade 7. This reclassification would still be within the 2023 budget.

With the resignation of Joni Heinz, the position was reimagined to better fit the needs of the department. This position will still support the Mayor's office, but will also ensure alignment

REPORT

with the City's mission, vision and values across the various media platforms. It will include a greater focus on public relations, grant opportunities and will also be the point person for culture initiative as well.

There was conversation amongst the committee in regard to the need for a grant writer and for using the \$25,000 from the 2023 Budget amendment. This will be separate from the approved position here.

REPORT

Motion/Second/Carried Boyette/Skyrms to recommend Council approve the modification of the position of the Administrative Assistant to the Mayor to a Public Relation Specialist, reclassifying the position to a grade 8 within the appropriated budget. All voting aye.

Modify Employee Benefits to Transition from WRS Life Insurance to Standard Life Insurance

Committee reviewed memo from Director of Human Resources and Safety Fairchild seeking approval to transition from WRS Life Insurance to Standard Life Insurance for the Fiscal Year 2024 plan year, resulting in an expected cost savings of approximately \$1,100 over the course of the year.

This coverage offers employees who previously opted out of additional life insurance the ability to have a guaranteed issue of coverage up to \$250,000 with the option to purchase up to \$500,000 with additional medical information provided. Coverage would still be 1 times the employee's annual earnings, with the ability to purchase additional coverage in \$10,000 increments. The current plan only allows additional coverage by multiples of the employee's earnings up to 4 times.

REPORT

Motion/Second/Carried Boyette/Steiner to recommend Council approve the transition from WRS Life Insurance to Standard Life Insurance for the Fiscal Year 2024 plan year, resulting in an expected cost savings of approximately \$1,100 over the course of the year. All voting aye.

Add Ancillary Employee Benefits

Committee reviewed memo of Director of Human Resources and Safety Fairchild requesting approval to offer ancillary benefits through Standard Insurance company beginning January 1, 2024.

All benefits offered would be voluntary benefits which would be at the cost of the employee. There would be a minimum of 10 participants per line of coverage needed for the coverage to be available to employees.

REPORT

Motion/Second/Carried Boyette/Skyrms to recommend Council approve the offering of ancillary benefits through Standard Insurance beginning January 1, 2024, as presented. All voting aye

Fiscal Matters: May Vouchers: Motion/Second/Carried Skyrms/Boyette to approve the June 2023 vouchers as presented. All voting aye.

Motion/Second/Carried Boyette/Steiner to adjourn the meeting 7:10 pm. All voting aye.

Respectfully submitted,

A handwritten signature in black ink that reads "Vicky Rasmussen". The signature is written in a cursive, flowing style.

Vicky Rasmussen, CPA
Director of Finance



MEMORANDUM

Date: August 3, 2023
To: Chairman Erickson and Members of the Finance and Personnel Committee
From: Amy J. Fairchild, Director of Human Resources and Safety
RE: Request to update the Salary Plan and Performance Review Policies

The Carlson and Dettman study was approved in November of 2022. The final adoption of the appeals was then approved in June of 2023. The next step in finalizing the plan is to determine how to proceed with October increases within the given budget of \$20,000 for the remainder of the year.

Through this process, the City had also participated in a culture survey which pointed out significant frustration with regards to the pay implementation process and ultimate confusion and uncertainty with how midpoint and merit increases are awarded.

Using the pay plan created by Carlson and Dettman, an open range step plan was developed which will create a tenured structure with ability for movement based education and experience. Additional movement within the plan may exist for succession planning and training opportunities.

This will be a performance based plan which will allow employees who adequately perform the essential functions of their duties to advance accordingly. Ultimately, this plan clearly defines placement and movement within the plan thus promoting an equitable and transparent process. In addition to creating a more systematic process, this process will allow our finance team the ability to forecast the budgetary impact of salary increases and new hires throughout the year.

With the strategy in place to create a more structured system within the pay plan proposed within the Carlson and Dettman Study, it is necessary to address the policies which align with the process.

Staff requests approval of the Salary Plan and Performance review policies to align with the process associated with the updated Pay Plan approved in June of 2023.

Thank you for your consideration. Please contact me directly with any questions.

Attachments: Draft Salary Plan and Performance Review Policies subject to Approval; Original Salary Plan and Performance Review Policies; Draft step pay plan proposal; Approved Pay Plan for comparison.

601: Salary Plan

Council Approved: PENDING

Effective Date: 10/01/2023

Formerly Policy 2014-6

The City of Neenah Common Council has established salary plan guidelines related to the salary plan and employee compensation. The implementation of the pay plan shall include a defined range within each grade, known as pay steps, which will provide transparency in an employee's movement within the pay plan. The following policy is to establish a guideline in implementing such a plan but may on occasion require some flexibility based on the City's need to fill and/or maintain staffing levels. Any deviation to the policy as outlined will require approval from the Finance and Personnel Committee.

601.1: Definitions

Anniversary Date

Anniversary dates for a newly hired employee are based on the employees' hire date. After one year of employment, for the purposes of pay plan movement, the anniversary date will be defined as January 1 annually.

Pay Scale or Scale

A graded scale of wages or salaries where all positions are placed within the City. Such a scale is created through both a market analysis and the evaluation of each position.

Defined Step-Plan

A pay plan established for defined positions within the City where movement in the plan is based on Anniversary Dates. Exceptions may be granted on a case-by-case basis for initial hire only based on prior experience/education.

Open Range Step-Plan

A pay plan established for defined positions within the City where movement in the plan is based on Anniversary Dates, prior education/experience, or the possession of licenses/certification beyond what is required for the position.

Grade

The placement of a position within the pay plan. Such placement is based on a variety of factors to include but are not limited to education, experience, essential job functions, and work environment.

Steps

The placement an employee is positioned within a pay grade. The increase between steps shall reflect the approved pay plan.

601.2: Recruitment Rules

The following information outlines the specific salary impact of a variety of employment status changes.

New Hires

New employees will start between grade minimum and grade midpoint based on education and prior experience. The Mayor will be advised of any employees with a starting salary above minimum, and Finance Committee must approve any starting salaries above what the budget may support.

Lateral Moves

Current employees of the City moving to a position within the same status (full or part-time) to the same grade level are not eligible for a salary increase unless a specific work rule exists stating otherwise.

Part-Time to Full-Time Moves (Lateral)

Part-time employees moving into a full-time position at the same grade level as their current position should be placed on the full-time scale at the same place as they were on the part-time scale. For example, if an employee is at the midpoint of a part-time Grade 12 position, their salary would be adjusted to put the employee at the midpoint of the full-time Grade 12 scale.

Promotions

It is the City's policy to offer a five percent (5%) increase per grade advancement. To ensure alignment with the pay structure, the five percent rule will be applied, and the employee will be placed in the adjusted grade at the range closest to the promotional rate without going under. This may result in the decline of a step within the grade but will not result in less than what is authorized in this policy. Increases beyond this rule are subject to Finance and Personnel Committee approval. For example, an employee promotes from a Grade 7 step 10 to a Grade 9. That employee would receive a ten percent (10%) increase. The pay step associated would then be placed at the closest rate without going under.

Demotions

Employees who transfer to a position in a lower grade should be placed on the salary plan scale at the same place as they were in their current grade. For example, if someone is at the step 4 of Grade 12, and is moved into a Grade 10 position, their salary would be step 4 of Grade 10. (This does not apply to reclassified positions.)

Library and Water Utility Employees

Library and Water Utility employees are subject to the same rules; however, in cases where Finance and Personnel Committee approval is needed, the Library Board or Water Commission, as applicable, would be the approving body.

If as a result of any of the above changes, an employee's salary would be above the grade maximum, Finance and Personnel Committee approval is required.

Open Range Plan Adjustment Considerations

It is understood employees may have certifications/licenses which are relevant to their position but are not reflected in the job description as a necessary requirement. Department Heads may make a recommendation for step advancement within the open range plan based on such licenses provided the following:

1. They have a direct correlation to the position the employee currently performs.
2. The license/certification provides knowledge/experience of an equivalent value which can be measured by years.
 - a. Examples
 - i. Specialized Certification = 2 years knowledge
 - ii. CDL = 1 year knowledge
 - iii. Combination of licenses = 1 year knowledge
 - b. Such advancements must be clearly defined and applied consistently.

- c. Such advancements must be approved by the Department Head and the Director of Human Resources
3. The employee's performance meets or exceeds standard expectations.

Should such license be revoked during the employee's tenure, the advancement of the step(s) will be revoked, and the employee will be demoted within the grade commensurate with the prior advancement.

601.3. Wage Increases

Annually, as a part of the budget process, Human Resources, in conjunction with the Mayor, will review the wage increase policy to determine where the budget supports increases and will recommend for Council approval such increases to be implemented in the following calendar year.

Step Increases:

Employees who have been with the City for one or more years and are not covered under a collective bargaining agreement shall advance by one step in January of each year based upon the following factors:

1. Budget availability and approval by Council.
2. A successful performance evaluation indicating the employee meets the minimum standards as defined by the position.

Should the budget not support a step increase, employees will not advance a step for that calendar year. Additional considerations to the pay scale may be reviewed to allow for market adjustments as needed. Such considerations may include difficulties in finding a qualified candidate for a position, a position falling behind in the market more so than alternate positions, or a position being restructured resulting in a reclassification request.

Employees who do not at least meet the minimum standard on their annual performance review will not be eligible for an advancement. Refer to the Performance Evaluations portion of the policy for more information.

Where factors 1 and 2 exist, employees not otherwise covered by a collective bargaining agreement and who have reached the maximum step in the pay plan shall receive a stipend equivalent to 1.5% of their annual salary not to exceed \$1,000. In the event of a stipend, such payment shall be awarded as a one-time payment at the same time anniversary increases are paid.

601.4: Salary Plan Maintenance:

The Council will make efforts to keep the plan market-competitive. Such efforts shall be accomplished using the measures described below.

Cost of Living Increases:

Annually the City Human Resources Department will make a recommendation to Council to issue a cost-of-living adjustment (COLA). The amount of such an increase and the month of appropriation will be based on budgetary constraints.

The COLA will result in a scale adjustment. The scale adjustment will not be performance based and will be applied universally to those within the defined step or open range step scale. Employees will be moved into the same step to the adjusted scale.

Such movement is intended to assist the City in its efforts to maintain a marketable wage in keeping with surrounding communities.

Market-based Adjustments:

A full plan assessment shall be conducted every three to five years to ensure the scale has not fallen below market expectations. Where a market adjustment of the pay scale is required, employees will be moved to the adjusted scale at a step within three percent of their current step without going below. This may result in an employee's step being lowered within a pay grade.

Respective Department Heads or the Mayor may request a market review of a position based on internal and external relevant comparisons. Where market data presents a significant disparity, the position will be considered for an adjustment in grade and an official recommendation will be presented to the Finance and Personnel Committee and Council for approval.

Reclassifications:

Annually, employees or respective Department Heads on behalf of employees may request a classification evaluation based upon a substantial change in responsibilities. Provided a substantial change in responsibilities is demonstrated through a written justification to Human Resources and the Mayor, a job evaluation will be conducted and any recommendations to change a position's grade will be forwarded to the Finance and Personnel Committee and Council for approval. Consistent with the City's recruitment rules, a reclassification in a position shall result in up to a 5% increase per grade.

During a full market analysis where the pay plan has been modified, positions placed in an alternate grade are not deemed as a reclassification and therefore are not subject to the above provisions.

As a result of a scale adjustment, if for any reason an employee with less than one-year of service falls below the minimum pay of their grade, they shall be moved to the minimum of the pay scale.

602: Performance Evaluations

Council Approved: PENDING

Effective Date: 10/01/2023

Employees will receive an annual review to support the City's Mission and Values. It shall be the responsibility of the respective Department Heads to ensure such reviews of direct reports have been completed.

The performance review will monitor the employee's ability to perform the essential functions of the position, the employee's possession of any licenses and certificates required or held outside of the requirements of the position, and soft skills necessary to work with others. This review will be due to Human Resources no later than by June 30 of each year.

Upon review of the employee's performance, those employees who do not meet at least the minimum standards will be placed on a performance improvement plan intended to bring them up to such standards. This will be monitored over the course of the following 90 days.

Where standards have not been met, the employee will not be eligible for any budgetarily approved step increases until potentially the following year and the performance improvement plan will be ongoing thereafter.

602.1 Performance Incentives

**It is recognized some employees not only meet but exceed performance standards. The pay plan does not allow for advancement based on merit alone and many positions are not quantifiable. Alternative incentive-based measures remain under review and will be added to this policy once identified.

FOR APPROVAL



P O L I C Y

DATE: 11/5/14, **EFFECTIVE DATE** Immediate **POLICY NO:** 2014-6
7/19/17

TITLE: Salary Plan Policy

ISSUER: Human Resources

COVERAGE: All Regular Non-Union Employees Covered by Salary Plan

DURATION: Indefinite

PURPOSE

The City of Neenah Common Council has established salary plan guidelines related to the salary plan and employee compensation.

Recruitment Rules

The following information outlines the specific salary impact of a variety of employment status changes.

New Hires: New employees will start between grade minimum and grade midpoint. Finance Committee must approve any starting salaries above the grade midpoint.

Lateral Moves: No salary increase for employees moving to positions within the same status (full or part time) to the same grade level.

Promotions: Promoted employees can negotiate between the grade minimum and midpoint. Finance Committee must approve any starting salaries above the grade midpoint.

Demotions: Employees who transfer to a position in a lower grade should be placed on the salary plan scale at the same place as they were in their current grade. For example, if someone is at midpoint of Grade O, and is moved into a Grade L position, their salary would be midpoint of Grade L. (This does not apply to reclassified positions.)

Library and Water Utility Employees: Library employees are subject to the same rules, however, in cases where Finance Committee and / or Council approval is needed, the Library Board or Water Commission would be the approving body.

Wage Increases

Annually, through the budget process, Human Resources, in conjunction with the Mayor, will recommend a structure for wage increases (when possible), and upon Council approval, those wage increases will be implemented in the following calendar year.

Eligibility: Unless otherwise specified in an offer letter, employees will be eligible for an increase after one year of employment, equivalent to the cost of living and merit increases missed during that time. (If an employee starts in November, and the January increase was 1%, and the July increase minimum for meeting expectations was .5%, the employee would receive 1.5% on his or her anniversary date). If a 6-month increase is provided for by offer letter, there is not an additional guaranteed increase at 12 months.

If an employee receives a 6-month increase with no further increases detailed in the offer letter, they will be moved into the salary plan for purposes of increases. For example, if an employee receives a 6-month increase in December, he or she will be eligible for all regular increases beginning in January.

Request for Grade Reclassification and Market-Based Adjustment

In the event an employee's duties have significantly changed, or where market comparables show a need for adjustment, the Council has established the following procedures.

Reclassifications: Annually, employees or Department Heads on behalf of employees may request a classification evaluation based upon a substantial change in responsibilities. Reclassifications and market reviews may not be requested by employees in the year prior to, or the year of a salary plan review. Provided a substantial change in responsibilities is demonstrated through a written justification to Human Resources and the Mayor, a job evaluation will be conducted by the salary plan consultant, and any recommendations to change a position's grade will be forwarded to the Finance Committee and Council for approval. A reclassification shall result in a 5% increase per grade.

Market-based Adjustments: Department Heads or the Mayor, on behalf of their employees, may recommend a market review of a position based on internal and external relevant comparisons. If market data is presented to show a significant disparity, the request will be forwarded to the salary plan consultant, and any recommendations to adjust the employee's salary will be forwarded to the Finance Committee and Council for approval.

Salary Plan Maintenance

The Council will make efforts to keep the plan market-competitive by adjusting through inflation and a regular review of outside comparables.

Plan Movement: Annually the City Human Resources Department will make a recommendation to Council on whether to move the salary plan, and what percentage, based on inflation and the market.

Salary Plan Benchmarking: Every 3 to 5 years, the City shall re-benchmark the survey data. Specific interval to be determined by the pace of general economic activity.

Grade Minimums and Maximums

Salary Plan Minimums: If any employee's salary falls below minimum before any January 1st cost of living adjustments are made, the employee shall be brought to the grade minimum.

Employees who have been here less than one year are eligible for the bump to minimum increase.

Employees Above Grade Maximum: Pay increases will be in bonus form until employee's base salary falls within the plan.

Midpoint Benchmark

Depending on the market and the City's ability to pay, the target amount of time to move employees to the midpoint is 7 years.

Annually, in October, staff will review employees' tenure in their current position and will adjust employees with 10 years or more of seniority to bring them to 100% of the grade midpoint if their salary is below that amount. If an employee received a below average performance rating in any year, that year does not count towards the ten year seniority.

Counteroffers

The HR Director, in consultation with the Mayor, may counteroffer a bona-fide offer of employment with current employees up to the grade midpoint if it is determined to be in the best interest of the City.

Library and Water Utility Employees

The Library Board and Water Commission have independent authority over their employees. If they elect to use the City's salary plans, they must also adhere to the policies and procedures related to the salary plan. This protects the integrity of the plan by ensuring consistent application.

| Grade 4 | | | | |
|---------|------------|--------------|--------------|--------------|
| Step | Rate | 1040 Hours | 1950 Hours | 2080 Hours |
| 1 | \$ 18.0600 | \$ 18,782.40 | \$ 35,217.00 | \$ 37,564.80 |
| 2 | \$ 18.3309 | \$ 19,064.14 | \$ 35,745.26 | \$ 38,128.27 |
| 3 | \$ 18.6059 | \$ 19,350.10 | \$ 36,281.43 | \$ 38,700.20 |
| 4 | \$ 18.8850 | \$ 19,640.35 | \$ 36,825.66 | \$ 39,280.70 |
| 5 | \$ 19.1682 | \$ 19,934.95 | \$ 37,378.04 | \$ 39,869.91 |
| 6 | \$ 19.4557 | \$ 20,233.98 | \$ 37,938.71 | \$ 40,467.96 |
| 7 | \$ 19.7476 | \$ 20,537.49 | \$ 38,507.79 | \$ 41,074.98 |
| 8 | \$ 20.0438 | \$ 20,845.55 | \$ 39,085.41 | \$ 41,691.10 |
| 9 | \$ 20.3445 | \$ 21,158.23 | \$ 39,671.69 | \$ 42,316.47 |
| 10 | \$ 20.6496 | \$ 21,475.61 | \$ 40,266.76 | \$ 42,951.22 |
| 11 | \$ 20.9594 | \$ 21,797.74 | \$ 40,870.77 | \$ 43,595.48 |
| 12 | \$ 21.2738 | \$ 22,124.71 | \$ 41,483.83 | \$ 44,249.42 |
| 13 | \$ 21.5929 | \$ 22,456.58 | \$ 42,106.09 | \$ 44,913.16 |
| 14 | \$ 21.9168 | \$ 22,793.43 | \$ 42,737.68 | \$ 45,586.85 |
| 15 | \$ 22.2455 | \$ 23,135.33 | \$ 43,378.74 | \$ 46,270.66 |
| 16 | \$ 22.5792 | \$ 23,482.36 | \$ 44,029.42 | \$ 46,964.72 |
| 17 | \$ 22.9179 | \$ 23,834.59 | \$ 44,689.86 | \$ 47,669.19 |
| 18 | \$ 23.2616 | \$ 24,192.11 | \$ 45,360.21 | \$ 48,384.23 |
| 19 | \$ 23.6106 | \$ 24,554.99 | \$ 46,040.62 | \$ 49,109.99 |
| 20 | \$ 23.9647 | \$ 24,923.32 | \$ 46,731.22 | \$ 49,846.64 |
| 21 | \$ 24.3242 | \$ 25,297.17 | \$ 47,432.19 | \$ 50,594.34 |
| 22 | \$ 24.6891 | \$ 25,676.63 | \$ 48,143.68 | \$ 51,353.25 |
| 23 | \$ 25.0594 | \$ 26,061.78 | \$ 48,865.83 | \$ 52,123.55 |
| 24 | \$ 25.4353 | \$ 26,452.70 | \$ 49,598.82 | \$ 52,905.41 |
| 25 | \$ 25.8168 | \$ 26,849.49 | \$ 50,342.80 | \$ 53,698.99 |

| OTX 4H - Various Hours | Department |
|---------------------------------------|------------|
| Library Assistant (Circ, Youth, Tech) | Library |

| Grade 5 | | | | |
|---------|------------|--------------|--------------|--------------|
| Step | Rate | 1040 Hours | 1950 Hours | 2080 Hours |
| 1 | \$ 19.1000 | \$ 19,864.00 | \$ 37,245.00 | \$ 39,728.00 |
| 2 | \$ 19.3865 | \$ 20,161.96 | \$ 37,803.68 | \$ 40,323.92 |
| 3 | \$ 19.6773 | \$ 20,464.39 | \$ 38,370.73 | \$ 40,928.78 |
| 4 | \$ 19.9725 | \$ 20,771.36 | \$ 38,946.29 | \$ 41,542.71 |
| 5 | \$ 20.2720 | \$ 21,082.93 | \$ 39,530.49 | \$ 42,165.85 |
| 6 | \$ 20.5761 | \$ 21,399.17 | \$ 40,123.44 | \$ 42,798.34 |
| 7 | \$ 20.8848 | \$ 21,720.16 | \$ 40,725.29 | \$ 43,440.31 |
| 8 | \$ 21.1980 | \$ 22,045.96 | \$ 41,336.17 | \$ 44,091.92 |
| 9 | \$ 21.5160 | \$ 22,376.65 | \$ 41,956.22 | \$ 44,753.30 |
| 10 | \$ 21.8387 | \$ 22,712.30 | \$ 42,585.56 | \$ 45,424.60 |
| 11 | \$ 22.1663 | \$ 23,052.98 | \$ 43,224.34 | \$ 46,105.97 |
| 12 | \$ 22.4988 | \$ 23,398.78 | \$ 43,872.71 | \$ 46,797.56 |
| 13 | \$ 22.8363 | \$ 23,749.76 | \$ 44,530.80 | \$ 47,499.52 |
| 14 | \$ 23.1789 | \$ 24,106.01 | \$ 45,198.76 | \$ 48,212.01 |
| 15 | \$ 23.5265 | \$ 24,467.60 | \$ 45,876.74 | \$ 48,935.19 |
| 16 | \$ 23.8794 | \$ 24,834.61 | \$ 46,564.89 | \$ 49,669.22 |
| 17 | \$ 24.2376 | \$ 25,207.13 | \$ 47,263.37 | \$ 50,414.26 |
| 18 | \$ 24.6012 | \$ 25,585.24 | \$ 47,972.32 | \$ 51,170.47 |
| 19 | \$ 24.9702 | \$ 25,969.01 | \$ 48,691.90 | \$ 51,938.03 |
| 20 | \$ 25.3448 | \$ 26,358.55 | \$ 49,422.28 | \$ 52,717.10 |
| 21 | \$ 25.7249 | \$ 26,753.93 | \$ 50,163.61 | \$ 53,507.86 |
| 22 | \$ 26.1108 | \$ 27,155.24 | \$ 50,916.07 | \$ 54,310.47 |
| 23 | \$ 26.5025 | \$ 27,562.57 | \$ 51,679.81 | \$ 55,125.13 |
| 24 | \$ 26.9000 | \$ 27,976.00 | \$ 52,455.01 | \$ 55,952.01 |
| 25 | \$ 27.3035 | \$ 28,395.64 | \$ 53,241.83 | \$ 56,791.29 |

| OTX 5H - Various Hours | Department |
|-----------------------------|-----------------------|
| Parks & Rec Admin Assistant | Parks and Recreations |

| Grade 6 | | | | |
|---------|------------|--------------|--------------|--------------|
| Step | Rate | 1040 Hours | 1950 Hours | 2080 Hours |
| 1 | \$ 20.6600 | \$ 21,486.40 | \$ 40,287.00 | \$ 42,972.80 |
| 2 | \$ 20.9699 | \$ 21,808.70 | \$ 40,891.31 | \$ 43,617.39 |
| 3 | \$ 21.2844 | \$ 22,135.83 | \$ 41,504.67 | \$ 44,271.65 |
| 4 | \$ 21.6037 | \$ 22,467.86 | \$ 42,127.24 | \$ 44,935.73 |
| 5 | \$ 21.9278 | \$ 22,804.88 | \$ 42,759.15 | \$ 45,609.76 |
| 6 | \$ 22.2567 | \$ 23,146.96 | \$ 43,400.54 | \$ 46,293.91 |
| 7 | \$ 22.5905 | \$ 23,494.16 | \$ 44,051.55 | \$ 46,988.32 |
| 8 | \$ 22.9294 | \$ 23,846.57 | \$ 44,712.32 | \$ 47,693.14 |
| 9 | \$ 23.2733 | \$ 24,204.27 | \$ 45,383.01 | \$ 48,408.54 |
| 10 | \$ 23.6224 | \$ 24,567.33 | \$ 46,063.75 | \$ 49,134.67 |
| 11 | \$ 23.9768 | \$ 24,935.84 | \$ 46,754.71 | \$ 49,871.69 |
| 12 | \$ 24.3364 | \$ 25,309.88 | \$ 47,456.03 | \$ 50,619.76 |
| 13 | \$ 24.7015 | \$ 25,689.53 | \$ 48,167.87 | \$ 51,379.06 |
| 14 | \$ 25.0720 | \$ 26,074.87 | \$ 48,890.39 | \$ 52,149.75 |
| 15 | \$ 25.4481 | \$ 26,466.00 | \$ 49,623.74 | \$ 52,931.99 |
| 16 | \$ 25.8298 | \$ 26,862.99 | \$ 50,368.10 | \$ 53,725.97 |
| 17 | \$ 26.2172 | \$ 27,265.93 | \$ 51,123.62 | \$ 54,531.86 |
| 18 | \$ 26.6105 | \$ 27,674.92 | \$ 51,890.48 | \$ 55,349.84 |
| 19 | \$ 27.0097 | \$ 28,090.04 | \$ 52,668.83 | \$ 56,180.09 |
| 20 | \$ 27.4148 | \$ 28,511.39 | \$ 53,458.86 | \$ 57,022.79 |
| 21 | \$ 27.8260 | \$ 28,939.07 | \$ 54,260.75 | \$ 57,878.13 |
| 22 | \$ 28.2434 | \$ 29,373.15 | \$ 55,074.66 | \$ 58,746.30 |
| 23 | \$ 28.6671 | \$ 29,813.75 | \$ 55,900.78 | \$ 59,627.50 |
| 24 | \$ 29.0971 | \$ 30,260.95 | \$ 56,739.29 | \$ 60,521.91 |
| 25 | \$ 29.5335 | \$ 30,714.87 | \$ 57,590.38 | \$ 61,429.74 |

| OTX 6H - PT Various Hours | Department |
|---|-----------------------|
| Administrative Assistant | Community Development |
| Administrative Assistant | Police Department |
| Communication Technicians | Police Department |
| Library Administrative Assistant | Library |
| Public Works Garage Admin Assistant | Public Works |
| Treasury Support Specialist - Part Time | Finance Department |

| Grade 7 | | | | |
|---------|------------|--------------|--------------|--------------|
| Step | Rate | 1040 Hours | 1950 Hours | 2080 Hours |
| 1 | \$ 22.7369 | \$ 23,646.38 | \$ 44,336.96 | \$ 47,292.75 |
| 2 | \$ 23.0780 | \$ 24,001.07 | \$ 45,002.01 | \$ 48,002.14 |
| 3 | \$ 23.4241 | \$ 24,361.09 | \$ 45,677.04 | \$ 48,722.18 |
| 4 | \$ 23.7755 | \$ 24,726.50 | \$ 46,362.20 | \$ 49,453.01 |
| 5 | \$ 24.1321 | \$ 25,097.40 | \$ 47,057.63 | \$ 50,194.80 |
| 6 | \$ 24.4941 | \$ 25,473.86 | \$ 47,763.49 | \$ 50,947.73 |
| 7 | \$ 24.8615 | \$ 25,855.97 | \$ 48,479.94 | \$ 51,711.94 |
| 8 | \$ 25.2344 | \$ 26,243.81 | \$ 49,207.14 | \$ 52,487.62 |
| 9 | \$ 25.6129 | \$ 26,637.47 | \$ 49,945.25 | \$ 53,274.93 |
| 10 | \$ 25.9971 | \$ 27,037.03 | \$ 50,694.43 | \$ 54,074.06 |
| 11 | \$ 26.3871 | \$ 27,442.58 | \$ 51,454.85 | \$ 54,885.17 |
| 12 | \$ 26.7829 | \$ 27,854.22 | \$ 52,226.67 | \$ 55,708.45 |
| 13 | \$ 27.1847 | \$ 28,272.04 | \$ 53,010.07 | \$ 56,544.07 |
| 14 | \$ 27.5924 | \$ 28,696.12 | \$ 53,805.22 | \$ 57,392.23 |
| 15 | \$ 28.0063 | \$ 29,126.56 | \$ 54,612.30 | \$ 58,253.12 |
| 16 | \$ 28.4264 | \$ 29,563.46 | \$ 55,431.48 | \$ 59,126.92 |
| 17 | \$ 28.8528 | \$ 30,006.91 | \$ 56,262.96 | \$ 60,013.82 |
| 18 | \$ 29.2856 | \$ 30,457.01 | \$ 57,106.90 | \$ 60,914.03 |
| 19 | \$ 29.7249 | \$ 30,913.87 | \$ 57,963.50 | \$ 61,827.74 |
| 20 | \$ 30.1707 | \$ 31,377.58 | \$ 58,832.96 | \$ 62,755.15 |
| 21 | \$ 30.6233 | \$ 31,848.24 | \$ 59,715.45 | \$ 63,696.48 |
| 22 | \$ 31.0827 | \$ 32,325.96 | \$ 60,611.18 | \$ 64,651.93 |
| 23 | \$ 31.5489 | \$ 32,810.85 | \$ 61,520.35 | \$ 65,621.71 |
| 24 | \$ 32.0221 | \$ 33,303.02 | \$ 62,443.15 | \$ 66,606.03 |
| 25 | \$ 32.5025 | \$ 33,802.56 | \$ 63,379.80 | \$ 67,605.12 |

| OTX 7H - PT Various Hours | Department |
|--------------------------------|------------------|
| Water Administrative Assistant | Water Department |

| OTX 7 - 1950 Hours | Department |
|------------------------------------|--------------------|
| Code Enforcement Officer | Police Department |
| Administrative Assistant/Mayor | DOLAS |
| Building Custodian | Police Department |
| Const. Inspector/ Engineering Aide | Public Works |
| Deputy Clerk | DOLAS |
| Municipal Clerk of Courts | Municipal Court |
| Office Manager | Parks & Recreation |
| Office Manager | Public Works |

| Grade 8 | | | | |
|---------|------------|--------------|--------------|--------------|
| Step | Rate | 1040 Hours | 1950 Hours | 2080 Hours |
| 1 | \$ 24.8200 | \$ 25,812.80 | \$ 48,399.00 | \$ 51,625.60 |
| 2 | \$ 25.1923 | \$ 26,199.99 | \$ 49,124.99 | \$ 52,399.98 |
| 3 | \$ 25.5702 | \$ 26,592.99 | \$ 49,861.86 | \$ 53,185.98 |
| 4 | \$ 25.9537 | \$ 26,991.89 | \$ 50,609.79 | \$ 53,983.77 |
| 5 | \$ 26.3430 | \$ 27,396.77 | \$ 51,368.93 | \$ 54,793.53 |
| 6 | \$ 26.7382 | \$ 27,807.72 | \$ 52,139.47 | \$ 55,615.43 |
| 7 | \$ 27.1393 | \$ 28,224.83 | \$ 52,921.56 | \$ 56,449.66 |
| 8 | \$ 27.5464 | \$ 28,648.20 | \$ 53,715.38 | \$ 57,296.41 |
| 9 | \$ 27.9595 | \$ 29,077.93 | \$ 54,521.11 | \$ 58,155.86 |
| 10 | \$ 28.3789 | \$ 29,514.10 | \$ 55,338.93 | \$ 59,028.19 |
| 11 | \$ 28.8046 | \$ 29,956.81 | \$ 56,169.02 | \$ 59,913.62 |
| 12 | \$ 29.2367 | \$ 30,406.16 | \$ 57,011.55 | \$ 60,812.32 |
| 13 | \$ 29.6752 | \$ 30,862.25 | \$ 57,866.72 | \$ 61,724.51 |
| 14 | \$ 30.1204 | \$ 31,325.19 | \$ 58,734.72 | \$ 62,650.37 |
| 15 | \$ 30.5722 | \$ 31,795.06 | \$ 59,615.75 | \$ 63,590.13 |
| 16 | \$ 31.0308 | \$ 32,271.99 | \$ 60,509.98 | \$ 64,543.98 |
| 17 | \$ 31.4962 | \$ 32,756.07 | \$ 61,417.63 | \$ 65,512.14 |
| 18 | \$ 31.9687 | \$ 33,247.41 | \$ 62,338.90 | \$ 66,494.82 |
| 19 | \$ 32.4482 | \$ 33,746.12 | \$ 63,273.98 | \$ 67,492.24 |
| 20 | \$ 32.9349 | \$ 34,252.31 | \$ 64,223.09 | \$ 68,504.63 |
| 21 | \$ 33.4289 | \$ 34,766.10 | \$ 65,186.44 | \$ 69,532.20 |
| 22 | \$ 33.9304 | \$ 35,287.59 | \$ 66,164.23 | \$ 70,575.18 |
| 23 | \$ 34.4393 | \$ 35,816.90 | \$ 67,156.70 | \$ 71,633.81 |
| 24 | \$ 34.9559 | \$ 36,354.16 | \$ 68,164.05 | \$ 72,708.32 |
| 25 | \$ 35.4803 | \$ 36,899.47 | \$ 69,186.51 | \$ 73,798.94 |

| OTX | 8H - PT Various Hours | Department |
|-----|---|--------------------------|
| | Assistant Librarian - Circ | Library |
| | Assistant Librarian - Youth | Library |
| | Building Custodian | Library |
| | Fleet Maintenance Specialist | Police Department |
| | Human Resources & Safety Assistant | Human Resources & Safety |
| | Water Distribution Maintenance Technician | Water Department |
| | Water Filtration Mechanical Technician | Water Department |
| | Water Filtration Plant Operator | Water Department |
| | Water Filtration Plant Relief Operator | Water Department |
| OTX | 8- 1950 Hours | Department |
| | Administrative Services Technician | Parks & Recreation |
| | Building Custodian | Police Department |
| | Community Development Coordinator | Community Development |
| | Evidence Custodian | Police Department |
| | Fire/Rescue Management Assistant | Fire |
| | Legal Assistant/Paralegal | DOLAS |
| | Open Records Clerk/Accreditation Asst | Police Department |
| | Payroll/AP/AR Coordinator | Finance Department |
| | Property Appraiser I | Community Development |
| | Public Relations Specialist | Mayor's Office |

| Grade 9 | | | | |
|---------|------------|--------------|--------------|--------------|
| Step | Rate | 1040 Hours | 1950 Hours | 2080 Hours |
| 1 | \$ 26.9000 | \$ 27,976.00 | \$ 52,455.00 | \$ 55,952.00 |
| 2 | \$ 27.3035 | \$ 28,395.64 | \$ 53,241.83 | \$ 56,791.28 |
| 3 | \$ 27.7131 | \$ 28,821.57 | \$ 54,040.45 | \$ 57,643.15 |
| 4 | \$ 28.1287 | \$ 29,253.90 | \$ 54,851.06 | \$ 58,507.80 |
| 5 | \$ 28.5507 | \$ 29,692.71 | \$ 55,673.83 | \$ 59,385.41 |
| 6 | \$ 28.9789 | \$ 30,138.10 | \$ 56,508.93 | \$ 60,276.19 |
| 7 | \$ 29.4136 | \$ 30,590.17 | \$ 57,356.57 | \$ 61,180.34 |
| 8 | \$ 29.8548 | \$ 31,049.02 | \$ 58,216.91 | \$ 62,098.04 |
| 9 | \$ 30.3027 | \$ 31,514.76 | \$ 59,090.17 | \$ 63,029.51 |
| 10 | \$ 30.7572 | \$ 31,987.48 | \$ 59,976.52 | \$ 63,974.96 |
| 11 | \$ 31.2185 | \$ 32,467.29 | \$ 60,876.17 | \$ 64,934.58 |
| 12 | \$ 31.6868 | \$ 32,954.30 | \$ 61,789.31 | \$ 65,908.60 |
| 13 | \$ 32.1621 | \$ 33,448.61 | \$ 62,716.15 | \$ 66,897.23 |
| 14 | \$ 32.6446 | \$ 33,950.34 | \$ 63,656.89 | \$ 67,900.69 |
| 15 | \$ 33.1342 | \$ 34,459.60 | \$ 64,611.75 | \$ 68,919.20 |
| 16 | \$ 33.6312 | \$ 34,976.49 | \$ 65,580.92 | \$ 69,952.98 |
| 17 | \$ 34.1357 | \$ 35,501.14 | \$ 66,564.64 | \$ 71,002.28 |
| 18 | \$ 34.6477 | \$ 36,033.66 | \$ 67,563.11 | \$ 72,067.31 |
| 19 | \$ 35.1675 | \$ 36,574.16 | \$ 68,576.55 | \$ 73,148.32 |
| 20 | \$ 35.6950 | \$ 37,122.77 | \$ 69,605.20 | \$ 74,245.55 |
| 21 | \$ 36.2304 | \$ 37,679.62 | \$ 70,649.28 | \$ 75,359.23 |
| 22 | \$ 36.7739 | \$ 38,244.81 | \$ 71,709.02 | \$ 76,489.62 |
| 23 | \$ 37.3255 | \$ 38,818.48 | \$ 72,784.65 | \$ 77,636.96 |
| 24 | \$ 37.8853 | \$ 39,400.76 | \$ 73,876.42 | \$ 78,801.52 |
| 25 | \$ 38.4536 | \$ 39,991.77 | \$ 74,984.57 | \$ 79,983.54 |

| OTX | 9H - PT Various Hours | Department |
|-----|---------------------------------------|--------------------------|
| | Human Resources Recruiter/Coordinator | Human Resources & Safety |
| | Acquisitions Librarian | Library |
| OTX | 9- 1950 Hours | Department |
| x | Assistant Planner | Community Development |
| | PC/Network Specialist | Information Systems |
| OTX | 11H - PT Various Hours | Department |
| | Assistant Superintendent | Public Works |
| x | Fleet Maintenance Superintendent | Public Works |
| x | Parks Supervisor | Parks & Recreation |

| Grade 10 | | | | |
|----------|------------|--------------|--------------|--------------|
| Step | Rate | 1040 Hours | 1950 Hours | 2080 Hours |
| 1 | \$ 28.9700 | \$ 30,128.80 | \$ 56,491.50 | \$ 60,257.60 |
| 2 | \$ 29.4046 | \$ 30,580.73 | \$ 57,338.87 | \$ 61,161.46 |
| 3 | \$ 29.8456 | \$ 31,039.44 | \$ 58,198.96 | \$ 62,078.89 |
| 4 | \$ 30.2933 | \$ 31,505.03 | \$ 59,071.94 | \$ 63,010.07 |
| 5 | \$ 30.7477 | \$ 31,977.61 | \$ 59,958.02 | \$ 63,955.22 |
| 6 | \$ 31.2089 | \$ 32,457.27 | \$ 60,857.39 | \$ 64,914.55 |
| 7 | \$ 31.6771 | \$ 32,944.13 | \$ 61,770.25 | \$ 65,888.27 |
| 8 | \$ 32.1522 | \$ 33,438.30 | \$ 62,696.80 | \$ 66,876.59 |
| 9 | \$ 32.6345 | \$ 33,939.87 | \$ 63,637.26 | \$ 67,879.74 |
| 10 | \$ 33.1240 | \$ 34,448.97 | \$ 64,591.81 | \$ 68,897.94 |
| 11 | \$ 33.6209 | \$ 34,965.70 | \$ 65,560.69 | \$ 69,931.40 |
| 12 | \$ 34.1252 | \$ 35,490.19 | \$ 66,544.10 | \$ 70,980.38 |
| 13 | \$ 34.6371 | \$ 36,022.54 | \$ 67,542.26 | \$ 72,045.08 |
| 14 | \$ 35.1566 | \$ 36,562.88 | \$ 68,555.40 | \$ 73,125.76 |
| 15 | \$ 35.6840 | \$ 37,111.32 | \$ 69,583.73 | \$ 74,222.64 |
| 16 | \$ 36.2192 | \$ 37,667.99 | \$ 70,627.48 | \$ 75,335.98 |
| 17 | \$ 36.7625 | \$ 38,233.01 | \$ 71,686.90 | \$ 76,466.02 |
| 18 | \$ 37.3139 | \$ 38,806.51 | \$ 72,762.20 | \$ 77,613.01 |
| 19 | \$ 37.8737 | \$ 39,388.60 | \$ 73,853.63 | \$ 78,777.21 |
| 20 | \$ 38.4418 | \$ 39,979.43 | \$ 74,961.44 | \$ 79,958.87 |
| 21 | \$ 39.0184 | \$ 40,579.13 | \$ 76,085.86 | \$ 81,158.25 |
| 22 | \$ 39.6037 | \$ 41,187.81 | \$ 77,227.15 | \$ 82,375.62 |
| 23 | \$ 40.1977 | \$ 41,805.63 | \$ 78,385.55 | \$ 83,611.26 |
| 24 | \$ 40.8007 | \$ 42,432.71 | \$ 79,561.34 | \$ 84,865.43 |
| 25 | \$ 41.4127 | \$ 43,069.20 | \$ 80,754.76 | \$ 86,138.41 |

| OTX | 10H - PT Various Hours | Department |
|-----|--|-----------------------|
| | Water Distribution Maintenance Tech II | Water Department |
| | Water Filtration Plant Electrical Technician | Water Department |
| OTX | 10 - 1950 Hours | Department |
| x | Adult Services Librarian | Library |
| x | Assistant Treasurer | Finance Department |
| x | Building Inspector | Community Development |
| | Engineering Tech | Public Works |
| x | Geographic Information Systems Coordinator | Information Systems |
| x | Property Appraiser II | Community Development |
| x | Support Services Supervisor | Police Department |
| | Youth Services Librarian | Library |

| Grade 11 | | | | |
|----------|------------|--------------|--------------|--------------|
| Step | Rate | 1040 Hours | 1950 Hours | 2080 Hours |
| 1 | \$ 31.0447 | \$ 32,286.49 | \$ 60,537.17 | \$ 64,572.98 |
| 2 | \$ 31.5104 | \$ 32,770.79 | \$ 61,445.22 | \$ 65,541.57 |
| 3 | \$ 31.9830 | \$ 33,262.35 | \$ 62,366.90 | \$ 66,524.69 |
| 4 | \$ 32.4628 | \$ 33,761.28 | \$ 63,302.40 | \$ 67,522.56 |
| 5 | \$ 32.9497 | \$ 34,267.70 | \$ 64,251.94 | \$ 68,535.40 |
| 6 | \$ 33.4440 | \$ 34,781.72 | \$ 65,215.72 | \$ 69,563.43 |
| 7 | \$ 33.9456 | \$ 35,303.44 | \$ 66,193.96 | \$ 70,606.89 |
| 8 | \$ 34.4548 | \$ 35,832.99 | \$ 67,186.86 | \$ 71,665.99 |
| 9 | \$ 34.9716 | \$ 36,370.49 | \$ 68,194.67 | \$ 72,740.98 |
| 10 | \$ 35.4962 | \$ 36,916.05 | \$ 69,217.59 | \$ 73,832.09 |
| 11 | \$ 36.0286 | \$ 37,469.79 | \$ 70,255.85 | \$ 74,939.57 |
| 12 | \$ 36.5691 | \$ 38,031.83 | \$ 71,309.69 | \$ 76,063.67 |
| 13 | \$ 37.1176 | \$ 38,602.31 | \$ 72,379.33 | \$ 77,204.62 |
| 14 | \$ 37.6744 | \$ 39,181.35 | \$ 73,465.02 | \$ 78,362.69 |
| 15 | \$ 38.2395 | \$ 39,769.07 | \$ 74,567.00 | \$ 79,538.13 |
| 16 | \$ 38.8131 | \$ 40,365.60 | \$ 75,685.50 | \$ 80,731.21 |
| 17 | \$ 39.3953 | \$ 40,971.09 | \$ 76,820.79 | \$ 81,942.17 |
| 18 | \$ 39.9862 | \$ 41,585.65 | \$ 77,973.10 | \$ 83,171.31 |
| 19 | \$ 40.5860 | \$ 42,209.44 | \$ 79,142.70 | \$ 84,418.88 |
| 20 | \$ 41.1948 | \$ 42,842.58 | \$ 80,329.84 | \$ 85,685.16 |
| 21 | \$ 41.8127 | \$ 43,485.22 | \$ 81,534.78 | \$ 86,970.44 |
| 22 | \$ 42.4399 | \$ 44,137.50 | \$ 82,757.81 | \$ 88,274.99 |
| 23 | \$ 43.0765 | \$ 44,799.56 | \$ 83,999.17 | \$ 89,599.12 |
| 24 | \$ 43.7226 | \$ 45,471.55 | \$ 85,259.16 | \$ 90,943.10 |
| 25 | \$ 44.3785 | \$ 46,153.63 | \$ 86,538.05 | \$ 92,307.25 |

| OTX | 11 - 1950 Hours | Department |
|-----|----------------------------------|--------------------|
| x | Building Manager | Public Works |
| x | Recreation Supervisor | Parks & Recreation |
| OTX | 11F - 2080 Hours | Department |
| x | Assistant Superintendent | Public Works |
| x | Fleet Maintenance Superintendent | Public Works |
| x | Parks Supervisor | Parks & Recreation |

| Grade 12 | | | | |
|----------|------------|--------------|--------------|--------------|
| Step | Rate | 1040 Hours | 1950 Hours | 2080 Hours |
| 1 | \$ 33.1236 | \$ 34,448.54 | \$ 64,591.02 | \$ 68,897.09 |
| 2 | \$ 33.6205 | \$ 34,965.27 | \$ 65,559.89 | \$ 69,930.54 |
| 3 | \$ 34.1248 | \$ 35,489.75 | \$ 66,543.28 | \$ 70,979.50 |
| 4 | \$ 34.6366 | \$ 36,022.10 | \$ 67,541.43 | \$ 72,044.20 |
| 5 | \$ 35.1562 | \$ 36,562.43 | \$ 68,554.55 | \$ 73,124.86 |
| 6 | \$ 35.6835 | \$ 37,110.87 | \$ 69,582.87 | \$ 74,221.73 |
| 7 | \$ 36.2188 | \$ 37,667.53 | \$ 70,626.62 | \$ 75,335.06 |
| 8 | \$ 36.7621 | \$ 38,232.54 | \$ 71,686.01 | \$ 76,465.08 |
| 9 | \$ 37.3135 | \$ 38,806.03 | \$ 72,761.31 | \$ 77,612.06 |
| 10 | \$ 37.8732 | \$ 39,388.12 | \$ 73,852.72 | \$ 78,776.24 |
| 11 | \$ 38.4413 | \$ 39,978.94 | \$ 74,960.52 | \$ 79,957.88 |
| 12 | \$ 39.0179 | \$ 40,578.63 | \$ 76,084.92 | \$ 81,157.25 |
| 13 | \$ 39.6032 | \$ 41,187.31 | \$ 77,226.20 | \$ 82,374.61 |
| 14 | \$ 40.1972 | \$ 41,805.11 | \$ 78,384.59 | \$ 83,610.23 |
| 15 | \$ 40.8002 | \$ 42,432.19 | \$ 79,560.36 | \$ 84,864.38 |
| 16 | \$ 41.4122 | \$ 43,068.67 | \$ 80,753.76 | \$ 86,137.35 |
| 17 | \$ 42.0334 | \$ 43,714.70 | \$ 81,965.07 | \$ 87,429.41 |
| 18 | \$ 42.6639 | \$ 44,370.43 | \$ 83,194.55 | \$ 88,740.85 |
| 19 | \$ 43.3038 | \$ 45,035.98 | \$ 84,442.47 | \$ 90,071.96 |
| 20 | \$ 43.9534 | \$ 45,711.52 | \$ 85,709.10 | \$ 91,423.04 |
| 21 | \$ 44.6127 | \$ 46,397.19 | \$ 86,994.74 | \$ 92,794.39 |
| 22 | \$ 45.2819 | \$ 47,093.15 | \$ 88,299.66 | \$ 94,186.30 |
| 23 | \$ 45.9611 | \$ 47,799.55 | \$ 89,624.15 | \$ 95,599.10 |
| 24 | \$ 46.6505 | \$ 48,516.54 | \$ 90,968.52 | \$ 97,033.08 |
| 25 | \$ 47.3503 | \$ 49,244.29 | \$ 92,333.04 | \$ 98,488.58 |

| OTX | 12H - PT Various Hours | Department |
|-----|------------------------|-----------------------|
| OTX | 12 - 1950 Hours | Department |
| x | Civil Engineer II | Public Works |
| | Plumbing Inspector | Community Development |
| x | Programmer/Analyst | Information Systems |
| OTX | 12F - 2080 Hours | Department |

| Grade 13 | | | | |
|----------|------------|--------------|--------------|---------------|
| Step | Rate | 1040 Hours | 1950 Hours | 2080 Hours |
| 1 | \$ 35.2025 | \$ 36,610.60 | \$ 68,644.88 | \$ 73,221.20 |
| 2 | \$ 35.7305 | \$ 37,159.76 | \$ 69,674.55 | \$ 74,319.52 |
| 3 | \$ 36.2665 | \$ 37,717.16 | \$ 70,719.67 | \$ 75,434.31 |
| 4 | \$ 36.8105 | \$ 38,282.91 | \$ 71,780.46 | \$ 76,565.83 |
| 5 | \$ 37.3627 | \$ 38,857.16 | \$ 72,857.17 | \$ 77,714.31 |
| 6 | \$ 37.9231 | \$ 39,440.01 | \$ 73,950.03 | \$ 78,880.03 |
| 7 | \$ 38.4919 | \$ 40,031.61 | \$ 75,059.28 | \$ 80,063.23 |
| 8 | \$ 39.0693 | \$ 40,632.09 | \$ 76,185.17 | \$ 81,264.18 |
| 9 | \$ 39.6554 | \$ 41,241.57 | \$ 77,327.94 | \$ 82,483.14 |
| 10 | \$ 40.2502 | \$ 41,860.19 | \$ 78,487.86 | \$ 83,720.39 |
| 11 | \$ 40.8539 | \$ 42,488.10 | \$ 79,665.18 | \$ 84,976.19 |
| 12 | \$ 41.4667 | \$ 43,125.42 | \$ 80,860.16 | \$ 86,250.83 |
| 13 | \$ 42.0887 | \$ 43,772.30 | \$ 82,073.06 | \$ 87,544.60 |
| 14 | \$ 42.7201 | \$ 44,428.88 | \$ 83,304.16 | \$ 88,857.77 |
| 15 | \$ 43.3609 | \$ 45,095.32 | \$ 84,553.72 | \$ 90,190.63 |
| 16 | \$ 44.0113 | \$ 45,771.75 | \$ 85,822.02 | \$ 91,543.49 |
| 17 | \$ 44.6715 | \$ 46,458.32 | \$ 87,109.35 | \$ 92,916.64 |
| 18 | \$ 45.3415 | \$ 47,155.20 | \$ 88,415.99 | \$ 94,310.39 |
| 19 | \$ 46.0217 | \$ 47,862.53 | \$ 89,742.23 | \$ 95,725.05 |
| 20 | \$ 46.7120 | \$ 48,580.46 | \$ 91,088.37 | \$ 97,160.93 |
| 21 | \$ 47.4127 | \$ 49,309.17 | \$ 92,454.69 | \$ 98,618.34 |
| 22 | \$ 48.1239 | \$ 50,048.81 | \$ 93,841.51 | \$ 100,097.61 |
| 23 | \$ 48.8457 | \$ 50,799.54 | \$ 95,249.14 | \$ 101,599.08 |
| 24 | \$ 49.5784 | \$ 51,561.53 | \$ 96,677.87 | \$ 103,123.07 |
| 25 | \$ 50.3221 | \$ 52,334.96 | \$ 98,128.04 | \$ 104,669.91 |

| OTX | 13H - PT Various Hours | Department |
|-----|--|-----------------------|
| OTX | 13 - 1950 Hours | Department |
| x | Assistant Chief of Prevention/Inspection | Fire Department |
| | Assistant Chief of Training/Emergency Mgmt | Fire Department |
| x | Chief Building Inspector | Community Development |
| x | Circulation Services Manager | Library |
| x | City Clerk | DOLAS |
| x | Civil Engineer III | Public Works |
| | Network Administrator | Information Systems |
| x | Superintendent of Recreation | Parks & Recreation |
| x | Traffic Engineer | Public Works |

| Grade 14 | | | | |
|----------|------------|--------------|---------------|---------------|
| Step | Rate | 1040 Hours | 1950 Hours | 2080 Hours |
| 1 | \$ 37.2815 | \$ 38,772.76 | \$ 72,698.93 | \$ 77,545.52 |
| 2 | \$ 37.8407 | \$ 39,354.35 | \$ 73,789.41 | \$ 78,708.70 |
| 3 | \$ 38.4083 | \$ 39,944.67 | \$ 74,896.25 | \$ 79,889.33 |
| 4 | \$ 38.9845 | \$ 40,543.84 | \$ 76,019.69 | \$ 81,087.67 |
| 5 | \$ 39.5692 | \$ 41,151.99 | \$ 77,159.99 | \$ 82,303.99 |
| 6 | \$ 40.1628 | \$ 41,769.27 | \$ 78,317.39 | \$ 83,538.55 |
| 7 | \$ 40.7652 | \$ 42,395.81 | \$ 79,492.15 | \$ 84,791.63 |
| 8 | \$ 41.3767 | \$ 43,031.75 | \$ 80,684.53 | \$ 86,063.50 |
| 9 | \$ 41.9973 | \$ 43,677.23 | \$ 81,894.80 | \$ 87,354.45 |
| 10 | \$ 42.6273 | \$ 44,332.39 | \$ 83,123.22 | \$ 88,664.77 |
| 11 | \$ 43.2667 | \$ 44,997.37 | \$ 84,370.07 | \$ 89,994.74 |
| 12 | \$ 43.9157 | \$ 45,672.33 | \$ 85,635.62 | \$ 91,344.66 |
| 13 | \$ 44.5744 | \$ 46,357.42 | \$ 86,920.16 | \$ 92,714.83 |
| 14 | \$ 45.2431 | \$ 47,052.78 | \$ 88,223.96 | \$ 94,105.56 |
| 15 | \$ 45.9217 | \$ 47,758.57 | \$ 89,547.32 | \$ 95,517.14 |
| 16 | \$ 46.6105 | \$ 48,474.95 | \$ 90,890.53 | \$ 96,949.90 |
| 17 | \$ 47.3097 | \$ 49,202.07 | \$ 92,253.89 | \$ 98,404.14 |
| 18 | \$ 48.0193 | \$ 49,940.10 | \$ 93,637.69 | \$ 99,880.21 |
| 19 | \$ 48.7396 | \$ 50,689.20 | \$ 95,042.26 | \$ 101,378.41 |
| 20 | \$ 49.4707 | \$ 51,449.54 | \$ 96,467.89 | \$ 102,899.09 |
| 21 | \$ 50.2128 | \$ 52,221.29 | \$ 97,914.91 | \$ 104,442.57 |
| 22 | \$ 50.9660 | \$ 53,004.61 | \$ 99,383.63 | \$ 106,009.21 |
| 23 | \$ 51.7305 | \$ 53,799.67 | \$ 100,874.39 | \$ 107,599.35 |
| 24 | \$ 52.5064 | \$ 54,606.67 | \$ 102,387.51 | \$ 109,213.34 |
| 25 | \$ 53.2940 | \$ 55,425.77 | \$ 103,923.32 | \$ 110,851.54 |

| OTX | 14H - PT Various Hours | Department |
|-----|-----------------------------|--------------------|
| OTX | 14 - 1950 Hours | Department |
| x | Adult Services Manager | Library |
| x | Deputy Director of Finance | Finance Department |
| x | Youth Services Manager | Library |
| OTX | 14F - 2080 Hours | Department |
| x | Public Works Superintendent | Public Works |

| Grade 15 | | | | |
|----------|------------|--------------|---------------|---------------|
| Step | Rate | 1040 Hours | 1950 Hours | 2080 Hours |
| 1 | \$ 39.3605 | \$ 40,934.92 | \$ 76,752.98 | \$ 81,869.84 |
| 2 | \$ 39.9509 | \$ 41,548.94 | \$ 77,904.27 | \$ 83,097.89 |
| 3 | \$ 40.5502 | \$ 42,172.18 | \$ 79,072.83 | \$ 84,344.36 |
| 4 | \$ 41.1584 | \$ 42,804.76 | \$ 80,258.93 | \$ 85,609.52 |
| 5 | \$ 41.7758 | \$ 43,446.83 | \$ 81,462.81 | \$ 86,893.66 |
| 6 | \$ 42.4024 | \$ 44,098.53 | \$ 82,684.75 | \$ 88,197.07 |
| 7 | \$ 43.0385 | \$ 44,760.01 | \$ 83,925.02 | \$ 89,520.03 |
| 8 | \$ 43.6841 | \$ 45,431.41 | \$ 85,183.90 | \$ 90,862.83 |
| 9 | \$ 44.3393 | \$ 46,112.88 | \$ 86,461.66 | \$ 92,225.77 |
| 10 | \$ 45.0044 | \$ 46,804.58 | \$ 87,758.58 | \$ 93,609.15 |
| 11 | \$ 45.6795 | \$ 47,506.65 | \$ 89,074.96 | \$ 95,013.29 |
| 12 | \$ 46.3647 | \$ 48,219.25 | \$ 90,411.09 | \$ 96,438.49 |
| 13 | \$ 47.0601 | \$ 48,942.53 | \$ 91,767.25 | \$ 97,885.07 |
| 14 | \$ 47.7660 | \$ 49,676.67 | \$ 93,143.76 | \$ 99,353.34 |
| 15 | \$ 48.4825 | \$ 50,421.82 | \$ 94,540.92 | \$ 100,843.64 |
| 16 | \$ 49.2098 | \$ 51,178.15 | \$ 95,959.03 | \$ 102,356.30 |
| 17 | \$ 49.9479 | \$ 51,945.82 | \$ 97,398.42 | \$ 103,891.64 |
| 18 | \$ 50.6971 | \$ 52,725.01 | \$ 98,859.39 | \$ 105,450.02 |
| 19 | \$ 51.4576 | \$ 53,515.88 | \$ 100,342.28 | \$ 107,031.77 |
| 20 | \$ 52.2294 | \$ 54,318.62 | \$ 101,847.42 | \$ 108,637.25 |
| 21 | \$ 53.0129 | \$ 55,133.40 | \$ 103,375.13 | \$ 110,266.80 |
| 22 | \$ 53.8081 | \$ 55,960.40 | \$ 104,925.76 | \$ 111,920.81 |
| 23 | \$ 54.6152 | \$ 56,799.81 | \$ 106,499.64 | \$ 113,599.62 |
| 24 | \$ 55.4344 | \$ 57,651.81 | \$ 108,097.14 | \$ 115,303.61 |
| 25 | \$ 56.2659 | \$ 58,516.58 | \$ 109,718.59 | \$ 117,033.17 |

| OTX | 15H - PT Various Hours | Department |
|-----|------------------------------------|-----------------------|
| OTX | 15 - 1950 Hours | Department |
| x | Captain | Police Department |
| x | Deputy Chief | Fire Department |
| x | Deputy Director | Library |
| x | Deputy Director of CD & Assessment | Community Development |

| Grade 16 | | | | |
|----------|------------|--------------|---------------|---------------|
| Step | Rate | 1040 Hours | 1950 Hours | 2080 Hours |
| 1 | \$ 37.2815 | \$ 38,772.76 | \$ 72,698.93 | \$ 77,545.52 |
| 2 | \$ 37.8407 | \$ 39,354.35 | \$ 73,789.41 | \$ 78,708.70 |
| 3 | \$ 38.4083 | \$ 39,944.67 | \$ 74,896.25 | \$ 79,889.33 |
| 4 | \$ 38.9845 | \$ 40,543.84 | \$ 76,019.69 | \$ 81,087.67 |
| 5 | \$ 39.5692 | \$ 41,151.99 | \$ 77,159.99 | \$ 82,303.99 |
| 6 | \$ 40.1628 | \$ 41,769.27 | \$ 78,317.39 | \$ 83,538.55 |
| 7 | \$ 40.7652 | \$ 42,395.81 | \$ 79,492.15 | \$ 84,791.63 |
| 8 | \$ 41.3767 | \$ 43,031.75 | \$ 80,684.53 | \$ 86,063.50 |
| 9 | \$ 41.9973 | \$ 43,677.23 | \$ 81,894.80 | \$ 87,354.45 |
| 10 | \$ 42.6273 | \$ 44,332.39 | \$ 83,123.22 | \$ 88,664.77 |
| 11 | \$ 43.2667 | \$ 44,997.37 | \$ 84,370.07 | \$ 89,994.74 |
| 12 | \$ 43.9157 | \$ 45,672.33 | \$ 85,635.62 | \$ 91,344.66 |
| 13 | \$ 44.5744 | \$ 46,357.42 | \$ 86,920.16 | \$ 92,714.83 |
| 14 | \$ 45.2431 | \$ 47,052.78 | \$ 88,223.96 | \$ 94,105.56 |
| 15 | \$ 45.9217 | \$ 47,758.57 | \$ 89,547.32 | \$ 95,517.14 |
| 16 | \$ 46.6105 | \$ 48,474.95 | \$ 90,890.53 | \$ 96,949.90 |
| 17 | \$ 47.3097 | \$ 49,202.07 | \$ 92,253.89 | \$ 98,404.14 |
| 18 | \$ 48.0193 | \$ 49,940.10 | \$ 93,637.69 | \$ 99,880.21 |
| 19 | \$ 48.7396 | \$ 50,689.20 | \$ 95,042.26 | \$ 101,378.41 |
| 20 | \$ 49.4707 | \$ 51,449.54 | \$ 96,467.89 | \$ 102,899.09 |
| 21 | \$ 50.2128 | \$ 52,221.29 | \$ 97,914.91 | \$ 104,442.57 |
| 22 | \$ 50.9660 | \$ 53,004.61 | \$ 99,383.63 | \$ 106,009.21 |
| 23 | \$ 51.7305 | \$ 53,799.67 | \$ 100,874.39 | \$ 107,599.35 |
| 24 | \$ 52.5064 | \$ 54,606.67 | \$ 102,387.51 | \$ 109,213.34 |
| 25 | \$ 53.2940 | \$ 55,425.77 | \$ 103,923.32 | \$ 110,851.54 |

| OTX | 16H - PT Various Hours | Department |
|-----|------------------------|-------------------|
| OTX | 16 - 1950 Hours | Department |
| x | Assistant Chief | Police Department |

| Grade 17 | | | | |
|----------|------------|--------------|---------------|---------------|
| Step | Rate | 1040 Hours | 1950 Hours | 2080 Hours |
| 1 | \$ 43.5190 | \$ 45,259.76 | \$ 84,862.05 | \$ 90,519.52 |
| 2 | \$ 44.1718 | \$ 45,938.66 | \$ 86,134.98 | \$ 91,877.31 |
| 3 | \$ 44.8344 | \$ 46,627.74 | \$ 87,427.01 | \$ 93,255.47 |
| 4 | \$ 45.5069 | \$ 47,327.15 | \$ 88,738.41 | \$ 94,654.30 |
| 5 | \$ 46.1895 | \$ 48,037.06 | \$ 90,069.49 | \$ 96,074.12 |
| 6 | \$ 46.8823 | \$ 48,757.62 | \$ 91,420.53 | \$ 97,515.23 |
| 7 | \$ 47.5856 | \$ 49,488.98 | \$ 92,791.84 | \$ 98,977.96 |
| 8 | \$ 48.2993 | \$ 50,231.31 | \$ 94,183.71 | \$ 100,462.63 |
| 9 | \$ 49.0238 | \$ 50,984.78 | \$ 95,596.47 | \$ 101,969.57 |
| 10 | \$ 49.7592 | \$ 51,749.56 | \$ 97,030.42 | \$ 103,499.11 |
| 11 | \$ 50.5056 | \$ 52,525.80 | \$ 98,485.87 | \$ 105,051.60 |
| 12 | \$ 51.2632 | \$ 53,313.69 | \$ 99,963.16 | \$ 106,627.37 |
| 13 | \$ 52.0321 | \$ 54,113.39 | \$ 101,462.61 | \$ 108,226.78 |
| 14 | \$ 52.8126 | \$ 54,925.09 | \$ 102,984.55 | \$ 109,850.18 |
| 15 | \$ 53.6048 | \$ 55,748.97 | \$ 104,529.32 | \$ 111,497.94 |
| 16 | \$ 54.4088 | \$ 56,585.20 | \$ 106,097.26 | \$ 113,170.41 |
| 17 | \$ 55.2250 | \$ 57,433.98 | \$ 107,688.71 | \$ 114,867.96 |
| 18 | \$ 56.0534 | \$ 58,295.49 | \$ 109,304.05 | \$ 116,590.98 |
| 19 | \$ 56.8942 | \$ 59,169.92 | \$ 110,943.61 | \$ 118,339.85 |
| 20 | \$ 57.7476 | \$ 60,057.47 | \$ 112,607.76 | \$ 120,114.94 |
| 21 | \$ 58.6138 | \$ 60,958.33 | \$ 114,296.88 | \$ 121,916.67 |
| 22 | \$ 59.4930 | \$ 61,872.71 | \$ 116,011.33 | \$ 123,745.42 |
| 23 | \$ 60.3854 | \$ 62,800.80 | \$ 117,751.50 | \$ 125,601.60 |
| 24 | \$ 61.2912 | \$ 63,742.81 | \$ 119,517.77 | \$ 127,485.62 |
| 25 | \$ 62.2105 | \$ 64,698.95 | \$ 121,310.54 | \$ 129,397.91 |

| OTX | 17H - PT Various Hours | Department |
|-----|------------------------|------------|
| OTX | 17 - 1950 Hours | Department |

| Grade 18 | | | | |
|----------|------------|--------------|---------------|---------------|
| Step | Rate | 1040 Hours | 1950 Hours | 2080 Hours |
| 1 | \$ 45.5897 | \$ 47,413.29 | \$ 88,899.92 | \$ 94,826.58 |
| 2 | \$ 46.2735 | \$ 48,124.49 | \$ 90,233.41 | \$ 96,248.97 |
| 3 | \$ 46.9676 | \$ 48,846.35 | \$ 91,586.91 | \$ 97,692.71 |
| 4 | \$ 47.6722 | \$ 49,579.05 | \$ 92,960.72 | \$ 99,158.10 |
| 5 | \$ 48.3872 | \$ 50,322.74 | \$ 94,355.13 | \$ 100,645.47 |
| 6 | \$ 49.1131 | \$ 51,077.58 | \$ 95,770.46 | \$ 102,155.15 |
| 7 | \$ 49.8498 | \$ 51,843.74 | \$ 97,207.01 | \$ 103,687.48 |
| 8 | \$ 50.5975 | \$ 52,621.40 | \$ 98,665.12 | \$ 105,242.79 |
| 9 | \$ 51.3565 | \$ 53,410.72 | \$ 100,145.10 | \$ 106,821.43 |
| 10 | \$ 52.1268 | \$ 54,211.88 | \$ 101,647.27 | \$ 108,423.76 |
| 11 | \$ 52.9087 | \$ 55,025.06 | \$ 103,171.98 | \$ 110,050.11 |
| 12 | \$ 53.7023 | \$ 55,850.43 | \$ 104,719.56 | \$ 111,700.86 |
| 13 | \$ 54.5079 | \$ 56,688.19 | \$ 106,290.35 | \$ 113,376.38 |
| 14 | \$ 55.3255 | \$ 57,538.51 | \$ 107,884.71 | \$ 115,077.02 |
| 15 | \$ 56.1554 | \$ 58,401.59 | \$ 109,502.98 | \$ 116,803.18 |
| 16 | \$ 56.9977 | \$ 59,277.61 | \$ 111,145.52 | \$ 118,555.23 |
| 17 | \$ 57.8527 | \$ 60,166.78 | \$ 112,812.71 | \$ 120,333.55 |
| 18 | \$ 58.7205 | \$ 61,069.28 | \$ 114,504.90 | \$ 122,138.56 |
| 19 | \$ 59.6013 | \$ 61,985.32 | \$ 116,222.47 | \$ 123,970.64 |
| 20 | \$ 60.4953 | \$ 62,915.10 | \$ 117,965.81 | \$ 125,830.20 |
| 21 | \$ 61.4027 | \$ 63,858.82 | \$ 119,735.30 | \$ 127,717.65 |
| 22 | \$ 62.3238 | \$ 64,816.71 | \$ 121,531.33 | \$ 129,633.41 |
| 23 | \$ 63.2586 | \$ 65,788.96 | \$ 123,354.29 | \$ 131,577.91 |
| 24 | \$ 64.2075 | \$ 66,775.79 | \$ 125,204.61 | \$ 133,551.58 |
| 25 | \$ 65.1706 | \$ 67,777.43 | \$ 127,082.68 | \$ 135,554.86 |

| OTX | 18H - PT Various Hours | Department |
|-----|----------------------------------|--------------------|
| OTX | 18 - 1950 Hours | Department |
| x | Director of Parks and Recreation | Parks & Recreation |
| x | Director of Water Utility | Water Department |

| Grade 19 | | | | |
|----------|------------|--------------|---------------|---------------|
| Step | Rate | 1040 Hours | 1950 Hours | 2080 Hours |
| 1 | \$ 47.6687 | \$ 49,575.45 | \$ 92,953.97 | \$ 99,150.90 |
| 2 | \$ 48.3837 | \$ 50,319.08 | \$ 94,348.27 | \$ 100,638.16 |
| 3 | \$ 49.1095 | \$ 51,073.87 | \$ 95,763.50 | \$ 102,147.73 |
| 4 | \$ 49.8461 | \$ 51,839.97 | \$ 97,199.95 | \$ 103,679.95 |
| 5 | \$ 50.5938 | \$ 52,617.57 | \$ 98,657.95 | \$ 105,235.15 |
| 6 | \$ 51.3527 | \$ 53,406.84 | \$ 100,137.82 | \$ 106,813.67 |
| 7 | \$ 52.1230 | \$ 54,207.94 | \$ 101,639.89 | \$ 108,415.88 |
| 8 | \$ 52.9049 | \$ 55,021.06 | \$ 103,164.49 | \$ 110,042.12 |
| 9 | \$ 53.6984 | \$ 55,846.37 | \$ 104,711.95 | \$ 111,692.75 |
| 10 | \$ 54.5039 | \$ 56,684.07 | \$ 106,282.63 | \$ 113,368.14 |
| 11 | \$ 55.3215 | \$ 57,534.33 | \$ 107,876.87 | \$ 115,068.66 |
| 12 | \$ 56.1513 | \$ 58,397.35 | \$ 109,495.02 | \$ 116,794.69 |
| 13 | \$ 56.9936 | \$ 59,273.31 | \$ 111,137.45 | \$ 118,546.61 |
| 14 | \$ 57.8485 | \$ 60,162.41 | \$ 112,804.51 | \$ 120,324.81 |
| 15 | \$ 58.7162 | \$ 61,064.84 | \$ 114,496.58 | \$ 122,129.68 |
| 16 | \$ 59.5969 | \$ 61,980.81 | \$ 116,214.03 | \$ 123,961.63 |
| 17 | \$ 60.4909 | \$ 62,910.53 | \$ 117,957.24 | \$ 125,821.05 |
| 18 | \$ 61.3983 | \$ 63,854.18 | \$ 119,726.60 | \$ 127,708.37 |
| 19 | \$ 62.3192 | \$ 64,812.00 | \$ 121,522.50 | \$ 129,624.00 |
| 20 | \$ 63.2540 | \$ 65,784.18 | \$ 123,345.33 | \$ 131,568.36 |
| 21 | \$ 64.2028 | \$ 66,770.94 | \$ 125,195.51 | \$ 133,541.88 |
| 22 | \$ 65.1659 | \$ 67,772.50 | \$ 127,073.45 | \$ 135,545.01 |
| 23 | \$ 66.1434 | \$ 68,789.09 | \$ 128,979.55 | \$ 137,578.18 |
| 24 | \$ 67.1355 | \$ 69,820.93 | \$ 130,914.24 | \$ 139,641.86 |
| 25 | \$ 68.1425 | \$ 70,868.24 | \$ 132,877.95 | \$ 141,736.48 |

| OTX | 19H - PT Various Hours | Department |
|-----|---------------------------------|--------------------------|
| OTX | 19 - 1950 Hours | Department |
| x | Director of Finance | Finance Department |
| x | Director of HCD & Assessment | Community Development |
| x | Director of HR & Safety | Human Resources & Safety |
| x | Director of Information Systems | Information Systems |
| x | Director of Public Works | Public Works |
| x | Library Director | Library |
| x | Police Chief | Police Department |

| Grade 20 | | | | |
|----------|------------|--------------|---------------|---------------|
| Step | Rate | 1040 Hours | 1950 Hours | 2080 Hours |
| 1 | \$ 49.7476 | \$ 51,737.50 | \$ 97,007.82 | \$ 103,475.01 |
| 2 | \$ 50.4938 | \$ 52,513.57 | \$ 98,462.94 | \$ 105,027.13 |
| 3 | \$ 51.2512 | \$ 53,301.27 | \$ 99,939.88 | \$ 106,602.54 |
| 4 | \$ 52.0200 | \$ 54,100.79 | \$ 101,438.98 | \$ 108,201.58 |
| 5 | \$ 52.8003 | \$ 54,912.30 | \$ 102,960.56 | \$ 109,824.60 |
| 6 | \$ 53.5923 | \$ 55,735.99 | \$ 104,504.97 | \$ 111,471.97 |
| 7 | \$ 54.3962 | \$ 56,572.03 | \$ 106,072.55 | \$ 113,144.05 |
| 8 | \$ 55.2121 | \$ 57,420.61 | \$ 107,663.64 | \$ 114,841.21 |
| 9 | \$ 56.0403 | \$ 58,281.91 | \$ 109,278.59 | \$ 116,563.83 |
| 10 | \$ 56.8809 | \$ 59,156.14 | \$ 110,917.77 | \$ 118,312.29 |
| 11 | \$ 57.7341 | \$ 60,043.49 | \$ 112,581.54 | \$ 120,086.97 |
| 12 | \$ 58.6001 | \$ 60,944.14 | \$ 114,270.26 | \$ 121,888.28 |
| 13 | \$ 59.4791 | \$ 61,858.30 | \$ 115,984.31 | \$ 123,716.60 |
| 14 | \$ 60.3713 | \$ 62,786.17 | \$ 117,724.08 | \$ 125,572.35 |
| 15 | \$ 61.2769 | \$ 63,727.97 | \$ 119,489.94 | \$ 127,455.93 |
| 16 | \$ 62.1960 | \$ 64,683.89 | \$ 121,282.29 | \$ 129,367.77 |
| 17 | \$ 63.1290 | \$ 65,654.14 | \$ 123,101.52 | \$ 131,308.29 |
| 18 | \$ 64.0759 | \$ 66,638.96 | \$ 124,948.04 | \$ 133,277.91 |
| 19 | \$ 65.0371 | \$ 67,638.54 | \$ 126,822.27 | \$ 135,277.08 |
| 20 | \$ 66.0126 | \$ 68,653.12 | \$ 128,724.60 | \$ 137,306.24 |
| 21 | \$ 67.0028 | \$ 69,682.92 | \$ 130,655.47 | \$ 139,365.83 |
| 22 | \$ 68.0078 | \$ 70,728.16 | \$ 132,615.30 | \$ 141,456.32 |
| 23 | \$ 69.0280 | \$ 71,789.08 | \$ 134,604.53 | \$ 143,578.16 |
| 24 | \$ 70.0634 | \$ 72,865.92 | \$ 136,623.60 | \$ 145,731.84 |
| 25 | \$ 71.1143 | \$ 73,958.91 | \$ 138,672.95 | \$ 147,917.81 |

| OTX | 20H - PT Various Hours | Department |
|-----|------------------------|------------|
| OTX | 20 - 1950 Hours | Department |
| x | Fire Chief | Fire |

| Grade 21 | | | | |
|----------|------------|--------------|---------------|---------------|
| Step | Rate | 1040 Hours | 1950 Hours | 2080 Hours |
| 1 | \$ 52.8661 | \$ 54,980.74 | \$ 103,088.90 | \$ 109,961.49 |
| 2 | \$ 53.6591 | \$ 55,805.46 | \$ 104,635.23 | \$ 111,610.91 |
| 3 | \$ 54.4640 | \$ 56,642.54 | \$ 106,204.76 | \$ 113,285.07 |
| 4 | \$ 55.2809 | \$ 57,492.18 | \$ 107,797.83 | \$ 114,984.35 |
| 5 | \$ 56.1102 | \$ 58,354.56 | \$ 109,414.80 | \$ 116,709.12 |
| 6 | \$ 56.9518 | \$ 59,229.88 | \$ 111,056.02 | \$ 118,459.75 |
| 7 | \$ 57.8061 | \$ 60,118.32 | \$ 112,721.86 | \$ 120,236.65 |
| 8 | \$ 58.6732 | \$ 61,020.10 | \$ 114,412.69 | \$ 122,040.20 |
| 9 | \$ 59.5533 | \$ 61,935.40 | \$ 116,128.88 | \$ 123,870.80 |
| 10 | \$ 60.4466 | \$ 62,864.43 | \$ 117,870.81 | \$ 125,728.86 |
| 11 | \$ 61.3533 | \$ 63,807.40 | \$ 119,638.87 | \$ 127,614.80 |
| 12 | \$ 62.2736 | \$ 64,764.51 | \$ 121,433.45 | \$ 129,529.02 |
| 13 | \$ 63.2077 | \$ 65,735.98 | \$ 123,254.96 | \$ 131,471.95 |
| 14 | \$ 64.1558 | \$ 66,722.02 | \$ 125,103.78 | \$ 133,444.03 |
| 15 | \$ 65.1181 | \$ 67,722.85 | \$ 126,980.34 | \$ 135,445.69 |
| 16 | \$ 66.0949 | \$ 68,738.69 | \$ 128,885.04 | \$ 137,477.38 |
| 17 | \$ 67.0863 | \$ 69,769.77 | \$ 130,818.32 | \$ 139,539.54 |
| 18 | \$ 68.0926 | \$ 70,816.32 | \$ 132,780.59 | \$ 141,632.63 |
| 19 | \$ 69.1140 | \$ 71,878.56 | \$ 134,772.30 | \$ 143,757.12 |
| 20 | \$ 70.1507 | \$ 72,956.74 | \$ 136,793.89 | \$ 145,913.48 |
| 21 | \$ 71.2030 | \$ 74,051.09 | \$ 138,845.79 | \$ 148,102.18 |
| 22 | \$ 72.2710 | \$ 75,161.86 | \$ 140,928.48 | \$ 150,323.71 |
| 23 | \$ 73.3551 | \$ 76,289.28 | \$ 143,042.41 | \$ 152,578.57 |
| 24 | \$ 74.4554 | \$ 77,433.62 | \$ 145,188.04 | \$ 154,867.25 |
| 25 | \$ 75.5722 | \$ 78,595.13 | \$ 147,365.87 | \$ 157,190.26 |

| OTX | 21H - PT Various Hours | Department |
|-----|------------------------|------------|
| OTX | 21 - 1950 Hours | Department |
| x | City Attorney | DOLAS |

**2023 Salary Plan - Non-Laborers (DRAFT) - 50/75th percentile of market
CITY OF NEENAH
CLASSIFICATION STRUCTURE**

| POSITION | DEPARTMENT | 82.50% Min | 100% Mid | 117.50% Max |
|---|---|----------------------|--------------------|-----------------------|
| Grade 21: SALARIED City Attorney | DOLAS | \$103,089 | \$124,956 | \$146,823 |
| Grade 20: SALARIED VACANT | | \$97,008 | \$117,585 | \$138,162 |
| Grade 19: SALARIED Director of Information Systems Director of HR & Safety Director of CD & Assessment Director of Public Works Fire Chief Director of Finance Police Chief Library Director | Information Systems Human Resources & Safety Community Development Public Works Fire Department Finance Department Police Department Library | \$92,954 | \$112,671 | \$132,388 |
| Grade 18: SALARIED Director of Parks & Recreation Director of Water Utility | Parks & Recreation Water Department | \$88,900 | \$107,757 | \$126,614 |
| Grade 17: SALARIED VACANT | | \$84,862 | \$102,863 | \$120,863 |
| Grade 16: SALARIED Assistant Chief | Police Department | \$80,808 | \$97,949 | \$115,089 |
| Grade 15: SALARIED Captain Deputy Director Deputy Chief | Police Department Library Fire Department | \$76,753 | \$93,035 | \$109,316 |
| Grade 14: SALARIED Deputy Director of CD & Assessment Youth Services Manager Deputy Director of Finance | Community Development Library Finance Department | \$72,699 | \$88,121 | \$103,542 |
| Grade 14F: SALARIED | | \$77,546 | \$93,995 | \$110,444 |

| | | | | |
|--|-----------------------|----------|----------|-----------|
| Public Works Superintendent | Public Works | | | |
| Grade 13: SALARIED | | \$68,645 | \$83,207 | \$97,768 |
| Chief Building Inspector | Community Development | | | |
| Assistant Chief of Training/Emergency Mgmt | Fire Department | | | |
| Assistant Chief of Prevention/Inspection | Fire Department | | | |
| Network Administrator | Information Systems | | | |
| Civil Engineer III | Public Works | | | |
| Traffic Engineer | Public Works | | | |
| Superintendent of Recreation | Parks & Recreation | | | |
| City Clerk | DOLAS | | | |
| Circulation Services Manager | Library | | | |
| Grade 13F: SALARIED | | \$73,222 | \$88,754 | \$104,285 |
| WD Treatment Manager | Water Department | | | |
| WD Distribution Manager | Water Department | | | |
| Superintendent of Parks | Parks & Recreation | | | |
| Grade 12: SALARIED | | \$64,591 | \$78,293 | \$91,994 |
| Plumbing Inspector | Community Development | | | |
| Programmer/Analyst | Information Systems | | | |
| Civil Engineer II | Public Works | | | |
| Grade 11: SALARIED | | \$60,537 | \$73,379 | \$86,220 |
| Recreation Supervisor | Parks & Recreation | | | |
| Grade 11F: SALARIED | | \$64,573 | \$78,270 | \$91,968 |
| Parks Supervisor | Parks & Recreation | | | |
| Fleet Maintenance Superintendent | Public Works | | | |
| Assistant Superintendent | Public Works | | | |
| Grade 10: SALARIED | | \$56,499 | \$68,484 | \$80,469 |
| Geographic Information Systems Coordinator | Community Development | | | |
| Adult Services Librarian | Library | | | |
| Youth Services Librarian | Library | | | |
| Assistant Treasurer | Finance Department | | | |
| Support Services Supervisor | Police Department | | | |
| Engineering Tech | Public Works | | | |
| Building Inspector | Community Development | | | |
| Building Manager | Public Works | | | |
| Property Appraiser II | Community Development | | | |
| Grade 10H: HOURLY | | \$28.97 | \$35.12 | \$41.27 |
| Water Distribution Maintenance Tech II | Water Department | | | |

| | | | | |
|--|-----------------------|----------|----------|----------|
| Water Filtration Plant Electrical Technician | Water Department | | | |
| Adult Services Librarian | Library | | | |
| Grade 9: SALARIED | | \$52,445 | \$63,570 | \$74,695 |
| Assistant Planner | Community Development | | | |
| PC/Network Specialist | Information Systems | | | |
| Grade 9H: Hourly | | \$26.90 | \$32.60 | \$38.31 |
| Human Resources Recruiter / Coordinator | Human Resources | | | |
| Grade 8: SALARIED | | \$48,391 | \$58,656 | \$68,921 |
| Assistant Librarian - Acquisitions | Library | | | |
| Evidence Custodian | Police Department | | | |
| Property Appraiser I | Community Development | | | |
| Community Development Coordinator | Community Development | | | |
| Payroll/AP/AR Coordinator | Finance | | | |
| Legal Assistant/Paralegal | DOLAS | | | |
| Fire/Rescue Management Assistant | Fire | | | |
| Building Custodian | Library | | | |
| Executive Administrative Assistant | Police Department | | | |
| Grade 8H: Hourly | | \$24.82 | \$30.08 | \$35.34 |
| Water Filtration Plant Relief Operator | Water Department | | | |
| Water Filtration Plant Operator | Water Department | | | |
| Human Resources & Safety Assistant | Human Resources | | | |
| Water Filtration Mechanical Technician | Water Department | | | |
| Water Distribution Maintenance Technician | Water Department | | | |
| Fleet Maintenance Specialist | Police Department | | | |
| Assistant Librarian - Circ | Library | | | |
| Assistant Librarian - Youth | Library | | | |
| Assistant Librarian - Acquisitions | Library | | | |
| Grade 7: SALARIED | | \$44,337 | \$53,742 | \$63,147 |
| Const. Inspector/Engineering Aide | Public Works | | | |
| Deputy Clerk | DOLAS | | | |
| Office Manager | Public Works | | | |
| Municipal Clerk of Courts | Municipal Court | | | |
| Code Enforcement Officer | Police Department | | | |
| Administrative Assistant/Mayor | DOLAS | | | |
| Building Custodian | Police Department | | | |
| Office Manager | Parks & Recreation | | | |
| Grade 6: SALARIED | | \$40,283 | \$48,828 | \$57,373 |
| Utility Billing Coordinator / AP Specialist | Finance | | | |

| | |
|--|-------------------|
| Open Records Clerk/Accreditation Assistant | Police Department |
| Accounting Clerk | Finance |
| Finance and Accounting Office Assistant | Finance |
| Records Coordinator/Court Coordinator | Police Department |
| Records Coordinator/LRMS Admin. | Police Department |
| Record Clerk - Data Entry | Police Department |
| Cashier - Full Time | Finance |

| | | | |
|-------------------------|----------------|----------------|----------------|
| Grade 6H: HOURLY | \$20.66 | \$25.04 | \$29.42 |
|-------------------------|----------------|----------------|----------------|

| | |
|--|-----------------------|
| Library Administrative Assistant | Library |
| Water Administrative Assistant | Water |
| Public Works Garage Administrative Assistant | Public Works |
| Administrative Assistant | Community Development |
| Administrative Assistant | Police Department |
| Treasury Support Specialist - Part Time | Finance |
| Communication Technicians | Police Department |

| | | | |
|--------------------------|-----------------|-----------------|-----------------|
| Grade 5: SALARIED | \$37,243 | \$45,143 | \$53,042 |
|--------------------------|-----------------|-----------------|-----------------|

VACANT

| | | | |
|-------------------------|----------------|----------------|----------------|
| Grade 5H: HOURLY | \$19.10 | \$23.15 | \$27.20 |
|-------------------------|----------------|----------------|----------------|

| | |
|---|--------------------|
| Parks & Recreation Administrative Assistant | Parks & Recreation |
|---|--------------------|

| | | | |
|-------------------------|----------------|----------------|----------------|
| Grade 4H: HOURLY | \$18.06 | \$21.89 | \$25.72 |
|-------------------------|----------------|----------------|----------------|

| | |
|-------------------------------------|---------|
| Library Assistant - All Departments | Library |
|-------------------------------------|---------|



Finance Department
211 Walnut St. • Neenah WI 54957-0426
Phone 920-886-6140 • Fax: 920-886-6150
E-mail: vrasmussen@neenahwi.gov
Vicky K. Rasmussen, CPA
Director of Finance

M E M O R A N D U M

TO: Chairman Erickson and Members of the Finance Committee

FROM: Vicky Rasmussen, Director of Finance

DATE: August 7, 2023

RE: Wisconsin Retirement System (WRS) Income Continuation Insurance Benefit

The Income Continuation Insurance (ICI) benefit is a voluntary “income replacement” benefit offered by the Department of Employee Trust Funds (ETF) that is payable if an employee became disabled. This insurance is available to all local government employees who are under age 70 and employed in a WRS-covered position. All employees eligible for ICI must be offered coverage. The ICI benefit provides up to 75% of an employee’s monthly earnings based on previous calendar year earnings rounded to the next highest thousand dollar. Beginning in 2024, this plan will cover up to \$120,000 of annual earnings.

The Local ICI program is currently under a premium holiday, which has been in place for over a decade (January 2012). This means that employers and employees do not pay premiums for coverage. The Group Insurance Board continues to extend the Income Continuation Insurance (ICI) Program premium holiday due to their strong financial position of the local ICI plan.

Many municipalities have not been aware of this holiday premium. I became aware of this at my previous position with the City of Omro. We were able to enroll in this insurance and attain an attractive benefit for the employees at no cost to the City or the employees.

Motion to recommend Council approve Resolution No. 2023-21 approving inclusion under the Wisconsin Department of Employee Trust Funds Income Continuation Insurance Plan Effective January 1, 2024.

Wisconsin Local Government Employees

INCOME CONTINUATION INSURANCE

Wisconsin Retirement System



ET-2129 (4/26/2023)



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LOCAL GOVERNMENT EMPLOYEES

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ETF has made every effort to ensure that this brochure is current and accurate. However, changes in the law or processes since the last revision to this brochure may mean that some details are not current. Visit etf.wi.gov to view the most current version of this document. Please contact ETF if you have any questions about a particular topic in this brochure.

ETF complies with applicable federal civil rights laws and does not discriminate on the basis of race, color, national origin, age, disability or sex in the provision of programs, services or employment. For more information please view ETF’s [Nondiscrimination and Language Access \(ET-8108\)](#) available at etf.wi.gov. To request this information in another format, call 1-877-533-5020 (toll free). We will try to find another way to get the information to you in a usable form.

What is an Income Continuation Insurance (ICI) Benefit?

The Income Continuation Insurance (ICI) benefit is a voluntary “income replacement” benefit payable if you become disabled. This insurance is available to all local government employees whose employers have elected to participate. The ICI program is authorized by Wisconsin Statute § 40.62 and is funded by premium contributions. ETF contracts with an external company (the plan administrator) to issue eligibility determinations and process individual claims. See the *Contact Us* section for their information.

ICI benefits provide **up to 75% of your average monthly earnings** based on your previous calendar year earnings rounded to the next highest \$1,000 and divided by 12. For newly hired employees, your estimated annual earnings are rounded to the next highest \$1,000 and divided by 12.

Standard Coverage covers up to \$64,000 of annual earnings.

- The maximum benefit is \$4,000 per month.
- The premiums are paid by the employer and employee.

Supplemental Coverage is available to employees whose annual earnings exceed \$64,000 (between \$64,000 and \$120,000 of annual earnings).

- The maximum combined benefit is \$7,500 per month.
- You must have standard coverage to apply for supplemental coverage.
- You must insure your entire earnings are above \$64,000. There is no partial coverage.
- The premiums are paid entirely by the employee.
- Each January, your employer will review your prior year’s earnings to determine if you are eligible to enroll in supplemental coverage. If your earnings drop below the \$64,000 limit, the supplemental coverage will cease.

ICI provides replacement income for short- and long-term disabilities. The benefit usually lasts until you are no longer disabled or you reach age 65 (with some exceptions), whichever is sooner.

Note: Please see page 14 for information on benefit durations for pregnancies.

Before the benefit starts, you must serve an elimination period (also called a waiting period). You may select an elimination period of up to 180 days. *You must be completely off work during this time.*

ICI benefits will not duplicate benefits available from other Wisconsin Retirement System (WRS) programs, the Social Security Administration, workers’ compensation, unemployment compensation or certain other sources. You will be required to repay duplicate benefits back to the ICI program.

How do I Enroll?

Option 1: Initial Enrollment

You may enroll by completing the *Income Continuation Insurance Application (ET-2366)* and returning it to your payroll/personnel office within 30 days of hire (or within 30 days of becoming a WRS-participating employee, if you were not considered a participating employee at the time you were initially hired).

If you are employed at more than one WRS employer and fall under a different ICI plan with a different elimination period, you must file an enrollment application for each position held.

Option 2: Evidence of Insurability

If you do not enroll under option 1, you may enroll at anytime in the future if you are medically insurable. You may request an *ICI Application and Evidence of Insurability (ET-2308)* from the Department of Employee Trust Funds.

This form asks you to answer questions concerning your past and present health. Approval/denial of your evidence of insurability (EOI) application will be based on this medical information.

An employee with standard ICI coverage may not use EOI to enroll in supplemental coverage. However, if you have no ICI coverage and your earnings exceed \$64,000, you may apply for both standard and supplemental ICI coverage through EOI.

Coverage

Coverage During Leave of Absence

Your coverage may be continued while on temporary layoff or an approved leave of absence by paying premiums in advance.

The maximum time ICI coverage can be continued on an approved leave of absence is 36 months, except that an insured employee on union leave or military leave* may continue to be insured for the duration of that leave.

You are required to pay the entire premium due (employee and employer portion). Payments must be received by your payroll/personnel office so that there is no lapse in coverage.

If you allow your coverage to lapse while you are on leave of absence, coverage may be reinstated with the same elimination period and without furnishing evidence of insurability if you submit a new [Income Continuation Insurance Application \(ET-2366\)](#) to your employer within 30 days of resuming active employment. Coverage will be effective the first of the month that first occurs during the 30-day enrollment period.

Termination of Coverage

ICI coverage ends on the date you resign, retire, are dismissed, or die, whichever occurs first. If coverage ends, a full month's premium is due for any month or portion of a month for which earnings are paid. If your employer withdraws from the program, coverage shall terminate at the end of the calendar year.

Note: If you are disabled under the terms of the plan at the time coverage terminates, you will continue to be eligible to receive benefits as long as you remain disabled, up to the maximum duration of benefits as explained in the *When Will My Benefit End?* section.

Disabilities Not Covered

Benefit payments are not available for a disability that begins prior to the effective date of coverage (standard or supplemental) or a disability that is:

- the direct result of war, declared or undeclared. The act of war shall be determined by the Group Insurance Board.
- the direct or indirect result of intentional self-inflicted injury for monetary gain.
- the direct or indirect result of participation in the commission of a crime other than a misdemeanor.
- the direct or indirect result from cosmetic surgery, except for complications thereof.

A condition which is present but not disabling prior to the effective date of coverage is not excluded from benefits.

*Note: ICI benefits are not payable for disabilities caused by acts of war (direct or indirect). However, you may have—or develop—a medical condition unrelated to military service that may qualify you for ICI benefits.

How Much Are the Premiums?

Premium Rates

Note: The Local ICI program is currently under a premium holiday. The premium holiday covers standard and supplemental coverage. Rates outlined in this brochure were in effect prior to the premium holiday and are for illustration purposes only.

Monthly premiums are based on:

1. Your previous calendar year earnings, as reported to the WRS (or your estimated annual earnings, if applicable), rounded to the next higher \$1,000 and divided by 12.
2. Your selected elimination period (see the *Definitions* section).

Annual Premium Adjustment

Effective every April 1, your employer will adjust your premium based on changes to your previous year's earnings. If you were either a new hire or had a permanent change in your percentage of appointment in the previous calendar year, your ICI premium will not be adjusted until the next annual review when a full calendar year of WRS-reportable earnings is available.

If you have a 50% appointment but you are required to permanently work 100%, your ICI coverage should be based on a 100% appointment. If you are not required to work 100% on a permanent basis, then your ICI coverage will initially be calculated at the 50% appointment. When your premiums are adjusted during the annual adjustment period, your coverage will then be based on the previous calendar year earnings as reported to WRS. This will include all of the hours you actually worked.

Premium Change Based on Change in Appointment

Employers must adjust premiums when an employee's percentage of appointment is permanently changed. In these situations, the employer determines the premium rate by estimating earnings for the following 12 months, rounding it to the next higher \$1,000, and dividing by 12. These estimated monthly earnings are used as a basis for coverage until, at the time of the annual adjustment, a full calendar year of WRS-reportable earnings is available.

Calculating Your Premium

Using the following tables, you can calculate the monthly ICI premiums.

Example 1:

Employee with standard coverage only:

| | |
|--------------------|----------------------|
| Elimination period | 90 calendar days |
| Salary | \$35,000.00 per year |
| Premium | \$10.94 per month |

Example 2:

Employee with standard and supplemental coverage:

| | |
|-------------------------|--|
| Elimination period | 90 calendar days |
| Salary | \$110,000.00 per year |
| Premium | \$20.00 (standard) + \$24.00 (supplemental coverage) |
| Total employee premium: | \$44.00 per month |

Contact your payroll/benefits representative if you have questions about your premium rate.

Employee Share of Monthly Premium for Standard Coverage

| WRS Earnings In The Previous Calendar Year | Elimination Period (in calendar days) | | | | |
|--|--|------------|------------|-------------|-------------|
| | 30 DAYS | 60 DAYS | 90 DAYS | 120 DAYS | 180 DAYS |
| 0.00 - 5,000.00 | 3.13 | 2.19 | 1.56 | 0.94 | 0.00 |
| 5,000.01 - 6,000.00 | 3.75 | 2.63 | 1.88 | 1.13 | 0.00 |
| 6,000.01 - 7,000.00 | 4.37 | 3.06 | 2.19 | 1.31 | 0.00 |
| 7,000.01 - 8,000.00 | 5.00 | 3.50 | 2.50 | 1.50 | 0.00 |
| 8,000.01 - 9,000.00 | 5.63 | 3.94 | 2.81 | 1.69 | 0.00 |
| 9,000.01 - 10,000.00 | 6.25 | 4.37 | 3.12 | 1.87 | 0.00 |
| 10,000.01 - 11,000.00 | 6.88 | 4.81 | 3.44 | 2.06 | 0.00 |
| 11,000.01 - 12,000.00 | 7.50 | 5.25 | 3.75 | 2.25 | 0.00 |
| 12,000.01 - 13,000.00 | 8.12 | 5.69 | 4.06 | 2.44 | 0.00 |
| 13,000.01 - 14,000.00 | 8.75 | 6.13 | 4.38 | 2.63 | 0.00 |
| 14,000.01 - 15,000.00 | 9.38 | 6.56 | 4.69 | 2.81 | 0.00 |
| 15,000.01 - 16,000.00 | 10.00 | 7.00 | 5.00 | 3.00 | 0.00 |
| 16,000.01 - 17,000.00 | 10.63 | 7.44 | 5.31 | 3.19 | 0.00 |
| 17,000.01 - 18,000.00 | 11.25 | 7.88 | 5.63 | 3.38 | 0.00 |
| 18,000.01 - 19,000.00 | 11.87 | 8.31 | 5.94 | 3.56 | 0.00 |
| 19,000.01 - 20,000.00 | 12.50 | 8.75 | 6.25 | 3.75 | 0.00 |
| 20,000.01 - 21,000.00 | 13.13 | 9.19 | 6.56 | 3.94 | 0.00 |
| 21,000.01 - 22,000.00 | 13.75 | 9.62 | 6.87 | 4.12 | 0.00 |
| 22,000.01 - 23,000.00 | 14.38 | 10.06 | 7.19 | 4.31 | 0.00 |
| 23,000.01 - 24,000.00 | 15.00 | 10.50 | 7.50 | 4.50 | 0.00 |
| 24,000.01 - 25,000.00 | 15.62 | 10.94 | 7.81 | 4.69 | 0.00 |
| 25,000.01 - 26,000.00 | 16.25 | 11.38 | 8.13 | 4.88 | 0.00 |
| 26,000.01 - 27,000.00 | 16.88 | 11.81 | 8.44 | 5.06 | 0.00 |
| 27,000.01 - 28,000.00 | 17.50 | 12.25 | 8.75 | 5.25 | 0.00 |
| 28,000.01 - 29,000.00 | 18.13 | 12.69 | 9.06 | 5.44 | 0.00 |
| 29,000.01 - 30,000.00 | 18.75 | 13.13 | 9.38 | 5.63 | 0.00 |
| 30,000.01 - 31,000.00 | 19.37 | 13.56 | 9.69 | 5.81 | 0.00 |
| 31,000.01 - 32,000.00 | 20.00 | 14.00 | 10.00 | 6.00 | 0.00 |
| 32,000.01 - 33,000.00 | 20.63 | 14.44 | 10.31 | 6.19 | 0.00 |
| 33,000.01 - 34,000.00 | 21.25 | 14.87 | 10.62 | 6.37 | 0.00 |
| 34,000.01 - 35,000.00 | 21.88 | 15.31 | 10.94 | 6.56 | 0.00 |
| 35,000.01 - 36,000.00 | 22.50 | 15.75 | 11.25 | 6.75 | 0.00 |
| 36,000.01 - 37,000.00 | 23.12 | 16.19 | 11.56 | 6.94 | 0.00 |
| 37,000.01 - 38,000.00 | 23.75 | 16.63 | 11.88 | 7.13 | 0.00 |
| 38,000.01 - 39,000.00 | 24.38 | 17.06 | 12.19 | 7.31 | 0.00 |
| 39,000.01 - 40,000.00 | 25.00 | 17.50 | 12.50 | 7.50 | 0.00 |
| 40,000.01 - 41,000.00 | 25.63 | 17.94 | 12.81 | 7.69 | 0.00 |
| 41,000.01 - 42,000.00 | 26.25 | 18.38 | 13.13 | 7.88 | 0.00 |
| 42,000.01 - 43,000.00 | 26.87 | 18.81 | 13.44 | 8.06 | 0.00 |
| 43,000.01 - 44,000.00 | 27.50 | 19.25 | 13.75 | 8.25 | 0.00 |
| 44,000.01 - 45,000.00 | 28.13 | 19.69 | 14.06 | 8.44 | 0.00 |
| 45,000.01 - 46,000.00 | 28.75 | 20.12 | 14.37 | 8.62 | 0.00 |
| 46,000.01 - 47,000.00 | 29.38 | 20.56 | 14.69 | 8.81 | 0.00 |
| 47,000.01 - 48,000.00 | 30.00 | 21.00 | 15.00 | 9.00 | 0.00 |
| 48,000.01 - 49,000.00 | 30.62 | 21.44 | 15.31 | 9.19 | 0.00 |
| 49,000.01 - 50,000.00 | 31.25 | 21.88 | 15.63 | 9.38 | 0.00 |
| 50,000.01 - 51,000.00 | 31.88 | 22.31 | 15.94 | 9.56 | 0.00 |
| 51,000.01 - 52,000.00 | 32.50 | 22.75 | 16.25 | 9.75 | 0.00 |
| 52,000.01 - 53,000.00 | 33.13 | 23.19 | 16.56 | 9.94 | 0.00 |
| 53,000.01 - 54,000.00 | 33.75 | 23.63 | 16.88 | 10.13 | 0.00 |
| 54,000.01 - 55,000.00 | 34.37 | 24.06 | 17.19 | 10.31 | 0.00 |
| 55,000.01 - 56,000.00 | 35.00 | 24.50 | 17.50 | 10.50 | 0.00 |
| 56,000.01 - 57,000.00 | 35.63 | 24.94 | 17.81 | 10.69 | 0.00 |
| 57,000.01 - 58,000.00 | 36.25 | 25.37 | 18.12 | 10.87 | 0.00 |
| 58,000.01 - 59,000.00 | 36.88 | 25.81 | 18.44 | 11.06 | 0.00 |
| 59,000.01 - 60,000.00 | 37.50 | 26.25 | 18.75 | 11.25 | 0.00 |
| 60,000.01 - 61,000.00 | 38.12 | 26.69 | 19.06 | 11.44 | 0.00 |
| 61,000.01 - 62,000.00 | 38.75 | 27.13 | 19.38 | 11.63 | 0.00 |
| 62,000.01 - 63,000.00 | 39.38 | 27.56 | 19.69 | 11.81 | 0.00 |
| 63,000.01 - 64,000.00 | 40.00 | 28.00 | 20.00 | 12.00 | 0.00 |

Employee Share of Monthly Premium for Supplemental Coverage

If you have supplemental coverage, add the supplemental premium to the premium due for the standard coverage to determine your share of the premium. The premium due for standard coverage would be the amount listed in the previous table for someone with \$64,000 in annual earnings .

| WRS Earnings In The Previous Calendar Year | Elimination Period (in calendar days) | | | | |
|--|--|------------|------------|-------------|-------------|
| | 30 DAYS | 60 DAYS | 90 DAYS | 120 DAYS | 180 DAYS |
| 64,000.01 - 65,000.00 | 0.80 | 0.60 | 0.50 | 0.40 | 0.20 |
| 65,000.01 - 66,000.00 | 1.70 | 1.30 | 1.00 | 0.80 | 0.40 |
| 66,000.01 - 67,000.00 | 2.50 | 1.90 | 1.60 | 1.20 | 0.60 |
| 67,000.01 - 68,000.00 | 3.30 | 2.60 | 2.10 | 1.60 | 0.80 |
| 68,000.01 - 69,000.00 | 4.20 | 3.20 | 2.60 | 2.00 | 1.00 |
| 69,000.01 - 70,000.00 | 5.00 | 3.90 | 3.10 | 2.40 | 1.30 |
| 70,000.01 - 71,000.00 | 5.80 | 4.50 | 3.60 | 2.80 | 1.50 |
| 71,000.01 - 72,000.00 | 6.70 | 5.20 | 4.20 | 3.20 | 1.70 |
| 72,000.01 - 73,000.00 | 7.50 | 5.80 | 4.70 | 3.60 | 1.90 |
| 73,000.01 - 74,000.00 | 8.30 | 6.50 | 5.20 | 4.00 | 2.10 |
| 74,000.01 - 75,000.00 | 9.20 | 7.10 | 5.70 | 4.40 | 2.30 |
| 75,000.01 - 76,000.00 | 10.00 | 7.80 | 6.30 | 4.80 | 2.50 |
| 76,000.01 - 77,000.00 | 10.80 | 8.40 | 6.80 | 5.10 | 2.70 |
| 77,000.01 - 78,000.00 | 11.70 | 9.00 | 7.30 | 5.50 | 2.90 |
| 78,000.01 - 79,000.00 | 12.50 | 9.70 | 7.80 | 5.90 | 3.10 |
| 79,000.01 - 80,000.00 | 13.30 | 10.30 | 8.30 | 6.30 | 3.30 |
| 80,000.01 - 81,000.00 | 14.20 | 11.00 | 8.90 | 6.70 | 3.50 |
| 81,000.01 - 82,000.00 | 15.00 | 11.60 | 9.40 | 7.10 | 3.80 |
| 82,000.01 - 83,000.00 | 15.80 | 12.30 | 9.90 | 7.50 | 4.00 |
| 83,000.01 - 84,000.00 | 16.70 | 12.90 | 10.40 | 7.90 | 4.20 |
| 84,000.01 - 85,000.00 | 17.50 | 13.60 | 10.90 | 8.30 | 4.40 |
| 85,000.01 - 86,000.00 | 18.30 | 14.20 | 11.50 | 8.70 | 4.60 |
| 86,000.01 - 87,000.00 | 19.20 | 14.90 | 12.00 | 9.10 | 4.80 |
| 87,000.01 - 88,000.00 | 20.00 | 15.50 | 12.50 | 9.50 | 5.00 |
| 88,000.01 - 89,000.00 | 20.80 | 16.10 | 13.00 | 9.90 | 5.20 |
| 89,000.01 - 90,000.00 | 21.70 | 16.80 | 13.50 | 10.30 | 5.40 |
| 90,000.01 - 91,000.00 | 22.50 | 17.40 | 14.10 | 10.70 | 5.60 |
| 91,000.01 - 92,000.00 | 23.30 | 18.10 | 14.60 | 11.10 | 5.80 |
| 92,000.01 - 93,000.00 | 24.20 | 18.70 | 15.10 | 11.50 | 6.00 |
| 93,000.01 - 94,000.00 | 25.00 | 19.40 | 15.60 | 11.90 | 6.30 |
| 94,000.01 - 95,000.00 | 25.80 | 20.00 | 16.10 | 12.30 | 6.50 |
| 95,000.01 - 96,000.00 | 26.70 | 20.70 | 16.70 | 12.70 | 6.70 |
| 96,000.01 - 97,000.00 | 27.50 | 21.30 | 17.20 | 13.10 | 6.90 |
| 97,000.01 - 98,000.00 | 28.30 | 22.00 | 17.70 | 13.50 | 7.10 |
| 98,000.01 - 99,000.00 | 29.20 | 22.60 | 18.20 | 13.90 | 7.30 |
| 99,000.01 - 100,000.00 | 30.00 | 23.30 | 18.80 | 14.30 | 7.50 |
| 100,000.01 - 101,000.00 | 30.80 | 23.90 | 19.30 | 14.60 | 7.70 |
| 101,000.01 - 102,000.00 | 31.70 | 24.50 | 19.80 | 15.00 | 7.90 |
| 102,000.01 - 103,000.00 | 32.50 | 25.20 | 20.30 | 15.40 | 8.10 |
| 103,000.01 - 104,000.00 | 33.30 | 25.80 | 20.80 | 15.80 | 8.30 |
| 104,000.01 - 105,000.00 | 34.20 | 26.50 | 21.40 | 16.20 | 8.50 |
| 105,000.01 - 106,000.00 | 35.00 | 27.10 | 21.90 | 16.60 | 8.80 |
| 106,000.01 - 107,000.00 | 35.80 | 27.80 | 22.40 | 17.00 | 9.00 |
| 107,000.01 - 108,000.00 | 36.70 | 28.40 | 22.90 | 17.40 | 9.20 |
| 108,000.01 - 109,000.00 | 37.50 | 29.10 | 23.40 | 17.80 | 9.40 |
| 109,000.01 - 110,000.00 | 38.30 | 29.70 | 24.00 | 18.20 | 9.60 |
| 110,000.01 - 111,000.00 | 39.20 | 30.40 | 24.50 | 18.60 | 9.80 |
| 111,000.01 - 112,000.00 | 40.00 | 31.00 | 25.00 | 19.00 | 10.00 |
| 112,000.01 - 113,000.00 | 40.80 | 31.60 | 25.50 | 19.40 | 10.20 |
| 113,000.01 - 114,000.00 | 41.70 | 32.30 | 26.00 | 19.80 | 10.40 |
| 114,000.01 - 115,000.00 | 42.50 | 32.90 | 26.60 | 20.20 | 10.60 |
| 115,000.01 - 116,000.00 | 43.30 | 33.60 | 27.10 | 20.60 | 10.80 |
| 116,000.01 - 117,000.00 | 44.20 | 34.20 | 27.60 | 21.00 | 11.00 |
| 117,000.01 - 118,000.00 | 45.00 | 34.90 | 28.10 | 21.40 | 11.30 |
| 118,000.01 - 119,000.00 | 45.80 | 35.50 | 28.60 | 21.80 | 11.50 |
| 119,000.01 - 120,000.00 | 46.70 | 36.20 | 29.20 | 22.20 | 11.70 |

Filing a Disability Claim with the ICI Program

How to File a Claim

Contact the plan administrator to file a claim. See the *Contact Us* section of this brochure). Telephone filing is encouraged.

1. File your claim as soon as possible after your last day worked.
 - You may file a claim up to 30 days before your anticipated last day worked in cases of impending childbirth or scheduled surgery.
 - A claim will not be approved if received more than 12 months after your last day in pay status.
 - The effective date of your benefit can be no earlier than 90 days before your claim is filed. If you wait, you could miss out on some benefits.
2. The plan administrator will send you an introductory packet. Complete and return the medical release form and the repayment agreement.
3. **A licensed physician** will be required to submit medical information concerning your disability to the plan administrator.
 - A licensed physician as defined in the ICI plan includes a medical doctor, doctor of osteopathy, surgeon, podiatrist, dentist, or nurse practitioner licensed to practice by a state within the United States. This also includes a physician's assistant or psychologist who is acting within the lawful scope of his or her license and performs a service that is supervised by a licensed medical doctor, doctor of osteopathy, or surgeon.
 - For a short-term disability (a disability lasting 12 months or less), a physician must certify that you are not able to perform the duties of your position.

Note: If your physician states that you can return to work if the employer makes reasonable accommodations for your disability, and if your employer agrees to

make those accommodations, your claim will be denied.

- For a long-term disability (a disability lasting longer than 12 months), a physician must certify that you are not able to engage in any substantial gainful activity (see *Definitions*) for which you are reasonably qualified, with due regard to your education, training, and experience.
4. The plan administrator will periodically contact your physician to receive updated information on your disability and expected return-to-work date. You will be responsible for costs associated with the medical exams.
 5. Your employer must complete the employment statement that comes from the plan administrator.
 6. After contacting your physician and employer, the plan administrator will determine whether you should be approved for the benefit.

If you are approved, you will receive a letter from the plan administrator describing how much your benefit will be and when it will start. If you are denied, you will receive a letter from the plan administrator stating the reasons for the denial.

Administrative Review Process

If you do not agree with a decision made by the administrative personnel, you have the right to request that they reconsider the determination. A written request for reconsideration must be received by the plan administrator within 90 days of the date of the determination letter.

- With the reconsideration request, you must specifically state how you believe the plan administrator erred in interpreting the plan provisions.
- You must provide the plan administrator with all documentation, including medical records relevant to the claimed disability and your position regarding the determination.
- After reviewing all of the new and original information, the plan administrator will send you a letter with the reconsidered decision.

Filing a Disability Claim with the ICI Program (continued)

If you do not agree with the decision at the reconsideration level of the appeal process, you have the right to request a departmental determination from ETF. Your written request must be received by ETF within 90 days of the date of the reconsideration letter.

If you request a Departmental Determination, ETF will determine whether the plan administrator erred in its decision. ETF relies upon the medical records/notes and the review performed by the plan administrator's medical consultants to make a determination.

If you do not agree with the Departmental Determination, and you wish to pursue the matter further, you may request an appeal to the Group Insurance Board. You must request the appeal in writing. The written appeal request must be received by the Appeals Coordinator within 90 days of the date of the notice. The Appeals Coordinator will provide you with a booklet covering the appeals process and time frames.

When Will My Benefit Start?

Your ICI benefit will begin after you serve your selected elimination period. Employees have an elimination period of 30, 60, 90, 120, or 180 calendar days.

The elimination period begins on the first full day that you are continuously and completely absent from work due to disability. If you return to work during your elimination period, even to perform incidental work at your employer's request, your elimination period will be extended. Before performing any work during your elimination period, you should talk to the plan administrator.

Sick leave, vacation, holiday, and compensatory time do not need to be exhausted before ICI benefit payments can begin. However, use of leave time after your elimination period is satisfied will delay the start of your ICI benefits or reduce the amount of benefits you receive, as benefits are reduced at the rate of 100% for payments you receive for leave time.

- Example 1: You satisfy your elimination period on March 1, but you continue to use some form of leave time to stay in full pay status with your employer. Your ICI benefit will not start until you are no longer in full pay status.
- Example 2: You satisfy your elimination period on March 1, but you continue to use two hours of sick leave per day to stay in partial pay status with your employer. Your ICI benefit will be reduced by the amount you receive from your employer for leave time paid.

How Much Will I Receive?

Benefit Amount

The ICI benefit is calculated by multiplying your average monthly earnings from the previous year by 75%.

- *Standard Coverage*—Covers up to \$64,000 of annual earnings. The maximum benefit is \$4,000 per month.
- *Supplemental Coverage*—Covers annual earnings between \$64,000 and \$120,000. The maximum combined standard and supplemental benefit is \$7,500 per month.

For disabilities lasting longer than 12 months, a supplement of \$75 per month is added to the normal benefit amount.

Offsets/Reductions

ICI benefits will not duplicate other benefits available to you, but rather will supplement these programs to provide a specified level of disability income. Therefore, your ICI benefit will be reduced by income received from sources including, but not limited to:

- Social Security based on your work record (regular or disability)*.
- Unemployment compensation.
- Workers' compensation (except permanent disability awards).
- WRS benefits (retirement, disability retirement, or separation).
- Any employer sponsored/sanctioned salary continuation plan.
- Earnings, including self-employment.
- Duty disability.

In addition, your benefit will be reduced at the rate of 100% for any vacation, sick leave, holiday, or compensation pay you receive after your elimination period.

If you receive a monthly retirement benefit from the WRS, your ICI will be reduced by the largest benefit amount you are eligible to receive, even if you choose an option that pays a reduced benefit. If you take a separation or lump-sum benefit, your ICI benefit will be reduced by an equivalent monthly amount.

If you receive income from any of the above sources, it is prudent not to spend it until the ICI amount to be repaid is provided to you by the plan administrator. You will be required to repay any benefits you receive or are eligible to receive that cover the same time period as your ICI benefits.

You must also apply for all other benefits that you might be eligible to receive. If you fail to do this, your ICI benefit will be reduced by the largest benefit you could receive from another source.

If you are approved to return to part-time employment with your prior employer, your benefit will be reduced (offset) at the rate of 75% of your earnings. If medical evidence indicates you are capable of working part-time but you do not return to work, your benefit will be reduced by an estimated earnings offset. See the *Returning to Work* section of this brochure for more information.

If Your Social Security Benefits Are Denied...

When Social Security benefits have been initially denied, you are required to pursue the appeal through the hearing level. The ICI program may provide a Social Security advocate to assist you in the appeal process. You are required to cooperate with the Social Security advocate to avoid suspension or termination of your ICI benefits.

The ICI program does not require you to obtain an attorney to assist you in obtaining Social Security benefits. However, if you do decide to obtain an attorney and you win your appeal, the ICI program will not consider the attorney fees as a reduction to the ICI benefit if the Social Security Administration (SSA) approves the amount to be paid to the attorney. Documentation of SSA approval of such fees must be provided to the ICI plan.

How Much Will I Receive? (continued)

Payment Dates

Benefits are paid monthly at the beginning of the month for the previous benefit month (i.e. January benefits are paid February 1).

Waiver of Premium

ICI premiums are waived effective the first of the month following the date ICI benefits begin.

Note: If benefits begin on the first day of a month, the premium waiver begins on the same day.

The waiver of premium remains in effect for as long as you continue to be eligible for benefits. If benefits are terminated because you returned to full-time employment with a state employer, premium payments will resume.

If you choose to remain on a leave of absence after your disability ceases and have not terminated employment, you must immediately make arrangements for payment of the ICI premium through your employer. Otherwise, coverage will terminate and can be reinstated only after you return to work and reapply for coverage.

Taxable Benefits

A portion or all of your ICI benefit may be taxable income to you. As the percentage of the total premium paid by your employer as a fringe benefit increases, there is a corresponding increase in the percentage of benefits that is considered taxable income. The taxable portion is based on an average of the premium percentage paid by the employer over the three years prior to the year in which ICI benefits are first paid.

If a portion of the ICI benefit is based on the supplemental coverage, that portion of the benefit is not taxable because you are required to pay the entire premium for the supplemental coverage. However, due to changes in the tax laws and the interpretation of the revenue code, you should consult both state and federal tax authorities for answers to any specific questions you have concerning the exclusion or inclusion of such benefit payments as taxable income.

The following is an aid for tax authorities in determining the extent of employer contribution toward premium for standard ICI coverage:

| Taxable Portion of Employer Contribution: | |
|---|---|
| Select Elimination Period | Minimum Percent of Gross Premium Paid by the Employer |
| 30-day plan | 25% |
| 60-day plan | 32% |
| 90-day plan | 40% |
| 120-day plan | 53% |
| 180-day plan | 100% |

The plan administrator will automatically withhold federal income tax from the taxable portion of a benefit. The amount of federal income tax withheld will equal the deduction for a single person with zero exemptions. If you wish to change the amount of federal tax withheld, you may submit Form W-4S or W-4 (available from the IRS) to the plan administrator.

Wisconsin state income tax will only be withheld from a taxable ICI benefit if you submit the *Wisconsin Withholding Exemption Form WT-4*. It is available from the Wisconsin Department of Revenue.

FICA: Social Security regulations provide that any income received from a sickness or disability plan during the first six months of a disability is subject to withholding for Social Security contributions if the employer has paid a portion of the premiums. The percent of the benefit subject to Social Security contributions equals the percent of the gross premium paid by the state. Any ICI benefits you receive during the first six months of disability will reflect this deduction for Social Security contributions unless your WRS employment is terminated and you are approved for disability retirement benefits.

Annual Tax Documents

The plan administrator will send you tax forms annually.

Participant's Responsibilities While Receiving the Benefit

Annual Statement of Earnings

After the first year of ICI benefits, you will be required to annually complete a form on which you will report all income for the prior calendar year. The plan administrator normally sends this form out within the first six weeks of the year.

Medical Reports to Substantiate Disability

Your physician and the plan administrator will work together to determine how often your physician should follow up with you to certify that you are still disabled. The plan administrator will periodically ask your physician to complete supplemental medical forms. Cost for medical exams and copies of the medical records are your responsibility.

Failure to Comply

Benefits may be suspended or terminated if you fail to provide required information within 60 days of the date of the initial request or if you do not otherwise cooperate in meeting the program requirements.

Returning to Work

You may return to work with your prior WRS employer given your physician's release to return to work and the employer's ability to accommodate any restrictions imposed. Earnings paid when you return to work less than full-time will be offset at 75% (see example below). Earnings include pay for days taken as vacation, holiday, or compensation time. Paid sick leave will be offset at 100%.

Your part-time earnings will be offset based on the date of your earnings check. For example, your earnings check dated July 1 will be offset from the ICI benefit check dated August 1 (which covers the month of July).

If you are receiving long-term ICI benefits, you will be required to provide objective medical evidence (see *Definitions*) on a quarterly basis to continue to substantiate the disability.

If your physician releases you to return to work, but you choose not to, or you return to work but do not work the number of hours your physician released you to return, your ICI benefit will either be terminated or it will be offset (reduced) by estimated earnings. The estimated earnings offset will be calculated by multiplying your number of hours you were released to work by the hourly rate of pay.

If you are unable to work the number of hours your physician released you to work because of your medical condition, you should contact your physician immediately to discuss your inability to work those hours. Your physician will need to amend your restrictions. It is extremely important that your medical records reflect your ability to work for benefit payment purposes.

Rehabilitative Training

If you have a rehabilitation plan that was approved by the Wisconsin Division of Vocational Rehabilitation (DVR), you need to contact the plan administrator and provide them with a copy of your approved plan. You will need to sign a release allowing the ICI program access to your pre-approved plan.

As an incentive to return to work, only 75% of earnings from approved rehabilitative employment may apply to the reduction of your ICI benefits. Earnings from non-approved rehabilitative employment will reduce your ICI benefit amount dollar-for-dollar (100%). The offset for the rehabilitative earnings are based on the date of the earnings check. See example below.

Example: Benefit reduction due to earnings from part-time return to work.

| | | |
|--|------------|-------------------|
| Monthly income continuation benefit | | \$2,416.67 |
| Less: earnings with prior employer | \$1,000.00 | |
| Offset reduced to 75% | x 75% | - 750.00 |
| Net monthly income continuation benefit | | \$1,666.67 |
| Plus: earnings | | + 1,000.00 |
| Total monthly income | | \$2,666.67 |

When Will My Benefit End?

Your ICI benefit will end on the earliest of the following dates:

- When you reach age 65. However, if your first day of disability is after your 60th birthday, benefits will be payable for a period of 5 years from your date of disablement. See table at right.
- When medical evidence shows that you are capable of performing the duties of your position (or of any position if the disability is long term).
- When you die. The ICI program does not have a death benefit.
- Termination of employment does not affect the continued payment of your ICI benefits. Your benefits will not end until you meet one of the criteria above.

| Age at Disablement | Maximum Duration of Benefits From Date of Disablement |
|----------------------------|--|
| On or before 60th birthday | To age 65 |
| After 60th birthday | 5 years |

Pregnancy

As with any disability claim, you must serve your elimination period prior to receiving an ICI benefit. Your ICI benefit for a normal, vaginal delivery will end 6 weeks after the date of delivery (8 weeks for an uncomplicated cesarean delivery). These time periods are standard durations used in the disability industry.

However, if you have complications prior to or after delivery, ICI benefits may be paid longer, depending on whether the complication is considered disabling.

Definitions

Date of Disability—The day after your last day worked or the date your physician indicates that your medical condition meets the program’s disability definition, whichever is later.

Elimination Period—This is the number of calendar days in which you must be completely off work in order to receive ICI benefits. Employees may select an elimination period up to 180 days.

Objective Medical Evidence—Test results such as blood tests, MRI, CAT scan, X-rays, etc. and physician’s notes of regular visits recording the physician’s observations of disabling symptoms and conditions.

The physician’s opinion may rely in part on records of care provided by other medical professionals under the supervision of a physician, including but not limited to physician’s assistants, midwives, psychologists and psychotherapists (MMSW).

The actual certification of disability must come from the licensed medical doctor, doctor of osteopathy, surgeon podiatrist, dentist or nurse practitioner.

Plan Administrator—External company contracted by the Department of Employee Trust Funds to issue eligibility determinations and process individual claims. This is also sometimes referred to as a third-party administrator.

Regular Care and Attendance—Planned program of observation and treatment requiring personal attendance by a physician.

Substantial Gainful Activity—Gross earnings that are equal to or greater than the gross ICI benefit for the same period of time.

Totally Disabled—The ICI program has two definitions of disability depending on the duration of the disability:

Short-term Disability—the first 12 months of disability, while you are under the regular care and attendance of a physician, and your disability makes you unable to perform your job.

Long-term Disability—after the first 12 months of disability, while you are under the regular care and attendance of a physician, and your disability makes you unable to engage in any substantial gainful activity for which you are reasonably qualified.

Contact Us

Contacting ETF

See the back cover for ETF contact information.

Contacting the plan administrator: The Hartford

Phone

Toll Free: 1-800-960-0052

Fax: 1-833-357-5153

Mail

The Hartford

P.O. Box 14869

Lexington, KY 40512-4869

Email

ICIQuestions@thehartford.com

Contact ETF



etf.wi.gov

Find ETF-administered benefits information, forms, brochures, benefit calculators, educational offerings and other online resources. Stay connected with:

✉ ETF E-Mail Updates

🐦 @wi_etf



1-877-533-5020

7:00 a.m. to 5:00 p.m. (CST), Monday-Friday

Benefit specialists are available to answer questions.

Wisconsin Relay: 711



PO Box 7931

Madison, WI 53707-7931

Write ETF or return forms.





RESOLUTION NO. 2023-21

**RESOLUTION FOR INCLUSION UNDER THE WISCONSIN DEPARTMENT OF
EMPLOYEE TRUST FUNDS INCOME CONTINUATION INSURANCE PLAN**

WHEREAS, the Income Continuation Insurance (ICI) plan became available to state employees in 1972 and to local government employees in 1987; and

WHEREAS, the ICI benefit is an “income replacement” benefit payable if an employee in the event of disability, which are considered short-term in nature, as well as those which may last for an extended period; and

WHEREAS, the benefit provides up to 75% of the employee’s average monthly earnings rounded to the next higher thousand; and

WHEREAS, the local government ICI program is currently under a premium holiday, thus all premiums for employer and employee are waived.

BE IT RESOLVED, that pursuant to provisions of Section 40.61 of the Wisconsin State Statutes, the common council of the City of Neenah hereby determines to offer the Income Continuation Insurance Plan to eligible personnel through the program of the State of Wisconsin Group Insurance Board and agrees to abide by the terms of the plan as set forth in the contract between the Group Insurance Board and the Administrator.

BE IT FURTHER RESOLVED, that the resolution shall be effective on January 1, 2024, and the proper officers are herewith authorized and directed to take all actions and make salary deductions for premiums and submit payments (currently there is a premium holiday) required by the State of Wisconsin Group Insurance Board to provide such Income Continuation Insurance.

Adopted, approved and recorded this 16th day of August 2023.

Recommended by: Finance and Personnel
Committee

CITY OF NEENAH, WISCONSIN

Moved: _____

Jane B. Lang, Mayor

Passed: _____

Charlotte K. Nagel, City Clerk

CITY OF NEENAH
FINANCIAL STATEMENTS
JUNE 30, 2023



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**CITY OF NEENAH
GENERAL FUND
6/30/2023**

| | THRU 6/30/2022 | THRU 6/30/2023 | 2023 BUDGET | % OF BUDGET |
|---------------------------|---------------------------|---------------------------|------------------------|------------------------|
| Council | 33,973 | 42,287 | 84,560 | 50.01% |
| Mayors | 104,755 | 143,742 | 288,280 | 49.86% |
| Finance | 715,527 | 715,622 | 1,251,450 | 57.18% |
| Legal & Adm. Services | 234,152 | 258,876 | 546,100 | 47.40% |
| Human Resources & Safety | 132,988 | 139,637 | 305,480 | 45.71% |
| COVID-19 | 3,500 | - | - | 0.00% |
| Municipal Building | 124,425 | 142,747 | 301,710 | 47.31% |
| Police | 3,444,463 | 3,523,981 | 7,945,575 | 44.35% |
| Fire Department | 2,756,383 | 2,893,043 | 5,784,240 | 50.02% |
| Other Public Safety | 10,632 | 6,739 | 6,100 | 110.48% |
| Sundry and Reserves | 5,060 | 5,326 | (15,000) | -35.51% |
| Public Works Admin | 361,895 | 394,276 | 850,910 | 46.34% |
| Municipal Facilities | 260,205 | 258,163 | 540,910 | 47.73% |
| Sanitation | 538,497 | 572,755 | 1,323,570 | 43.27% |
| Street Maintenance | 167,050 | 219,177 | 469,260 | 46.71% |
| Land Maintenance | 380,843 | 485,804 | 613,120 | 79.23% |
| Street Signal & Light | 314,158 | 369,866 | 824,019 | 44.89% |
| Public Works | 8,507 | 5,036 | 10,200 | 49.37% |
| Interdepartmental Service | 7,895 | 5,490 | 4,980 | 110.24% |
| Park & Rec Administration | 344,265 | 367,362 | 780,700 | 47.06% |
| Adult Programs | 857 | 1,578 | 2,980 | 52.95% |
| Contracted Programs | 23,285 | 32,498 | 47,340 | 68.65% |
| Independent Programs | 81,036 | 93,749 | 317,940 | 29.49% |
| Youth Programs | 37,052 | 47,613 | 187,900 | 25.34% |
| Other Pk & Rec Activities | 3,820 | 4,006 | 13,230 | 30.28% |
| Riverside Players | 12,907 | 11,287 | 30,630 | 36.85% |
| Parks | 388,457 | 444,868 | 1,003,170 | 44.35% |
| City Wide Forestry Progrm | 195,577 | 149,654 | 316,940 | 47.22% |
| Assistance Programs | - | - | 250 | 0.00% |
| Community Development | 699,580 | 827,023 | 1,825,130 | 45.31% |
| Celebration/Commemoration | 12,707 | 19,221 | 89,705 | 21.43% |
| Public Library | 1,254,316 | 1,293,672 | 2,492,270 | 51.91% |
| Commissions | 1,694 | 525 | 11,160 | 4.70% |
| Oak Hill Cemetery | 135,310 | 135,906 | 308,000 | 44.13% |
| Transfers | 5,000 | 5,000 | 10,000 | 50.00% |
| | 12,800,771 | 13,616,529 | 28,572,809 | 47.66% |

**CITY OF NEENAH
GENERAL FUND
6/30/2023**

| | THRU 6/30/2022 | THRU 6/30/2023 | 2023 BUDGET | % OF BUDGET |
|------------------------------|-------------------------|-------------------------|-------------------|----------------|
| Property Taxes | 14,279,339 | 14,619,684 | 14,619,680 | 100.00% |
| Payment in lieu | 13,071 | 21,947 | 1,023,850 | 2.14% |
| Other Taxes | 16,478 | 17,662 | 100,000 | 17.66% |
| State Revenues | 80,889 | 80,889 | 2,375,880 | 3.40% |
| State & Federal Aids | 596,115 | 601,968 | 1,728,170 | 34.83% |
| Winnebago County | - | - | - | 0.00% |
| Special Financing | - | - | 194,959 | 0.00% |
| License Revenue | 49,192 | 68,750 | 55,530 | 123.81% |
| Permits Revenue | 155,742 | 174,902 | 263,570 | 66.36% |
| Weights & Measures Fees | 26,910 | 26,065 | 27,000 | 96.54% |
| General Gov't Revenues | 96,707 | 82,016 | 310,400 | 26.42% |
| Special Charges | 4,200 | 470 | 8,000 | 5.88% |
| Public Library | 257,577 | 486,264 | 950,790 | 51.14% |
| Police Revenue | 54,959 | 53,865 | 172,250 | 31.27% |
| General Gov't Services | 213,585 | 226,055 | 448,120 | 50.45% |
| Public Works | 89,552 | 56,743 | 139,150 | 40.78% |
| Oak Hill Cemetery Revenue | 97,823 | 63,858 | 164,000 | 38.94% |
| Investment Income | 105,478 | 511,774 | 627,200 | 81.60% |
| Fines & Forfeitures | 41,118 | 36,153 | 105,300 | 34.33% |
| Property Damage Recovery | 9,438 | 5,338 | 5,000 | 106.76% |
| Reimbursements | 40,552 | 42,477 | 148,700 | 28.57% |
| Lease/Rental Revenue | 55,116 | 53,289 | 107,450 | 49.59% |
| Sale of City Properties | 38,566 | 24,305 | 68,000 | 35.74% |
| Other Revenue | 369 | 866 | 1,020 | 84.90% |
| Community Fest | 15,770 | 3,105 | 17,000 | 18.26% |
| General Receipts | (1,830) | (3,297) | (13,710) | 24.05% |
| Adult Program Revenue | 4,530 | 6,145 | 7,100 | 86.55% |
| Contracted Progrm Revenue | 45,088 | 62,888 | 59,170 | 106.28% |
| Municipal Pool Revenue | 129,523 | 143,247 | 250,050 | 57.29% |
| Independent Programs | - | - | - | 0.00% |
| Youth Program Revenue | 172,080 | 210,899 | 216,680 | 97.33% |
| Other Park & Rec Revenue | 767 | 1,437 | 1,500 | 95.80% |
| Riverside Players | 13,727 | 10,708 | 33,900 | 31.59% |
| Parks Revenue | 89,407 | 103,159 | 118,380 | 87.14% |
| Fund Transfers | 1,679,039 | 2,248,930 | 4,238,720 | 53.06% |
| | <u>18,470,877</u> | <u>20,042,561</u> | <u>28,572,809</u> | <u>70.15%</u> |
| EXPENDITURES | <u>12,800,771</u> | <u>13,616,529</u> | <u>28,572,809</u> | |
| NET SURPLUS (DEFICIT) | <u>5,670,106</u> | <u>6,426,032</u> | <u>-</u> | |

**CITY OF NEENAH
CAPITAL EQUIPMENT
6/30/2023**

| | | THRU 6/30/2023 | 2023 BUDGET | % OF BUDGET |
|---------|------------------------------|---------------------------|------------------------|------------------------|
| DOLAS | 6 Voting Booths | - | 2,760 | 0.00% |
| | | - | 2,760 | 0.00% |
| IS | Door Swipe Access Control | - | 35,000 | 0.00% |
| | Wireless Network Upgrade | - | 52,800 | 0.00% |
| | ERP Suite | 68,446 | 125,366 | 54.60% |
| | Smart Cities Initiatives | 89 | 143,365 | 0.06% |
| | LaserFiche Imaging | - | 7,048 | 0.00% |
| | Council Chambers Upgrades | 40,240 | 82,000 | 49.07% |
| | Multi-Year IS Contracts | 344,973 | 649,425 | 53.12% |
| | Switch Upgrades | - | 120,400 | 0.00% |
| | Cybersecurity Analysis | 2,415 | 48,013 | 5.03% |
| | Training Center Audio | 4,691 | 3,606 | 130.09% |
| | Microsoft O365 | 36,770 | 40,000 | 91.93% |
| | UPS Devices | 7,252 | 40,000 | 18.13% |
| | Redundant Data Storage | - | 75,000 | 0.00% |
| | Fiber Builds | - | 50,000 | 0.00% |
| | City Computer Equip | 24,440 | 50,000 | 48.88% |
| | | 529,316 | 1,522,023 | 34.78% |
| POLICE | Portable Speed Signs | - | 1,254 | 0.00% |
| | Axon Body Cam | 33,713 | 34,000 | 99.16% |
| | Tasers | 18,840 | 18,840 | 100.00% |
| | Mobile Radio Replacement | - | 143,000 | 0.00% |
| | SWAT Vest Plates | - | 12,480 | 0.00% |
| | VR Training System | 72,709 | - | 0.00% |
| | Vehicle Purchases | 227,963 | 261,692 | 87.11% |
| | | 353,225 | 471,266 | 74.95% |
| NMFR | New Engine | 4,717 | 308,961 | 1.53% |
| | Major Equipment | 184 | 23,898 | 0.77% |
| | Portable Radios | - | 256,450 | 0.00% |
| | Thin Client/Microsoft365 | - | 13,270 | 0.00% |
| | 2017 Ford Interceptor | - | 7,241 | 0.00% |
| | | 4,901 | 609,820 | 0.80% |
| PW | Refuse/Recycling Carts | - | 17,000 | 0.00% |
| | 30 inch Drum Roller | 24,077 | 30,000 | 80.26% |
| | Plow Truck no Salter | - | 230,000 | 0.00% |
| | Rear Load Refuse Truck | 227,076 | 270,000 | 84.10% |
| | Plow Truck with Salter | - | 250,000 | 0.00% |
| | Trackless | 173,774 | 175,000 | 99.30% |
| | Utility Service Truck | - | 80,000 | 0.00% |
| | Air Compressor | - | 25,000 | 0.00% |
| | Engineering Car | - | 40,000 | 0.00% |
| | | 424,927 | 1,117,000 | 38.04% |
| P&R | RecTrac Upgrade | 700 | 5,243 | 13.35% |
| | 8 AED's | - | 3,488 | 0.00% |
| | Vehicle Purchases | 57,864 | 60,000 | 96.44% |
| | | 58,564 | 68,731 | 85.21% |
| CD | Vehicle Purchases | - | 22,000 | 0.00% |
| | Inspection Tablets | - | 1,250 | 0.00% |
| | Large Format Printer | (1,500) | 12,500 | -12.00% |
| | Backflow Test Kit | 872 | 850 | 102.59% |
| | | (628) | 36,600 | -1.72% |
| LIBRARY | Staff Check in Machines | - | 8,000 | 0.00% |
| | Building Automation Syst | - | 15,000 | 0.00% |
| | | - | 23,000 | 0.00% |
| | EXPENDITURES | 1,370,305 | 3,851,200 | 35.58% |
| | BORROWING | 2,600,640 | 2,600,640 | 100.00% |
| | CARRY FORWARD | - | 1,243,319 | 0.00% |
| | USE OF RESERVES | - | 7,241 | 0.00% |
| | LEA GRANT | 67,959 | - | 0.00% |
| | FUNDING SOURCES | 2,668,599 | 3,851,200 | 69.29% |
| | NET SURPLUS (DEFICIT) | 1,298,294 | - | |

**CITY OF NEENAH
PUBLIC INFRASTRUCTURE
6/30/2023**

| | | THRU | 2023 | % OF |
|-------------|------------------------------|-------------------------|------------------|------------------|
| | | 6/30/2023 | BUDGET | BUDGET |
| STREETS | S. Commercial | 125,862 | 360,391 | 34.92% |
| | Commercial/Winneconne | - | 115,000 | 0.00% |
| | Chestnut | 2,713 | 710,000 | 0.38% |
| | Dieckhoff | 1,809 | 61,000 | 2.97% |
| | Burr | 1,809 | 89,000 | 2.03% |
| | Memorial Park Courts | - | 309,000 | 0.00% |
| | Laudan | - | 114,000 | 0.00% |
| | River/High | - | 133,000 | 0.00% |
| | Brantwood Dr | - | 236,000 | 0.00% |
| | Brantwood Court | - | 59,000 | 0.00% |
| | Columbian | 1,199 | 345,000 | 0.35% |
| | Hunt Ave | - | 200,500 | 0.00% |
| | Fairwood | - | 174,200 | 0.00% |
| | Brookwood | - | 95,900 | 0.00% |
| | Oakridge | - | 30,000 | 0.00% |
| | Industrial (Entrprs-Bell) | - | 130,408 | 0.00% |
| | | | <u>133,392</u> | <u>3,162,399</u> |
| | LSL Program | 163,047 | - | 0.00% |
| | New Subdivision-Undes. | - | 138,954 | 0.00% |
| NEW STREETS | Liberty Heights Sub | 357,503 | 1,765,464 | 20.25% |
| | Integrity Acres Sub | 305,308 | 597,047 | 51.14% |
| | Arthur Plat Sub | 73,355 | 94,093 | 77.96% |
| | Cardinal Plat Sub | 152,395 | 319,842 | 47.65% |
| | | <u>888,561</u> | <u>2,776,446</u> | |
| TRAFFIC | Traffic Signal Intercon | - | 11,728 | 0.00% |
| | Signal Cabinet Upgrades | - | 6,265 | 0.00% |
| | Comm/Colum Signals | 579 | - | 0.00% |
| | TDS Project | 16,868 | - | 0.00% |
| | Commercial/Bell Signal | - | 28,432 | 0.00% |
| | Library Crosswalk Wis Ave | - | 40,000 | 0.00% |
| | Bell St Traffic | - | 20,000 | 0.00% |
| | | <u>17,447</u> | <u>106,425</u> | |
| | Pavement Markings | - | 105,000 | 0.00% |
| | Undesignated St Repair | - | 265,363 | 0.00% |
| SIDEWALKS | Undesignated Sidewalks | - | 209,621 | 0.00% |
| | North Park Ave. | - | 25,000 | 0.00% |
| | Integrity Acres Sidewalk | 78,242 | 118,000 | 66.31% |
| | Cardinal Plat Sidewalk | 38,399 | 47,000 | 81.70% |
| | | <u>116,641</u> | <u>399,621</u> | |
| ENGINEERING | General Fund | 81,250 | 162,500 | 50.00% |
| | EXPENDITURES | 1,400,338 | 7,116,708 | 19.68% |
| | BORROWING | 6,504,500 | 6,504,500 | 100.00% |
| | CARRY FORWARD | - | 612,208 | 0.00% |
| | LSL GRANT | 124,675 | - | |
| | FUNDING SOURCES | <u>6,629,175</u> | <u>7,116,708</u> | 93.15% |
| | NET SURPLUS (DEFICIT) | <u>5,228,837</u> | <u>-</u> | |

**CITY OF NEENAH
CAPITAL FACILITIES
6/30/2023**

| | | THRU | 2023 | % OF |
|-----------|------------------------------|-------------------------|------------------|---------------|
| | | 6/30/2023 | BUDGET | BUDGET |
| ADMIN | ADA Compliance | 16,242 | 11,705 | 138.76% |
| | Rpr Exterior Caulking | - | 10,932 | 0.00% |
| | Park & Rec Remodel | 354 | - | 0.00% |
| | Front Entry Doors | - | 10,000 | 0.00% |
| | HVAC Upgrade | 39,000 | 77,945 | 50.04% |
| | Elevator Upgrade | 35,929 | 150,000 | 23.95% |
| | Hauser Room | 12,213 | 60,000 | 20.36% |
| | Clock Tower Controller | 2,508 | - | 0.00% |
| | | <u>106,246</u> | <u>320,582</u> | 33.14% |
| POLICE | Building Addition | 202,727 | 5,604,243 | 3.62% |
| | Fire Alarm System | 1,697 | 1,697 | 100.00% |
| | Outside LED Lamps | - | 15,200 | 0.00% |
| | Exhaust Fans | - | 20,000 | 0.00% |
| | | <u>204,424</u> | <u>5,641,140</u> | 3.62% |
| NMFR | Building FeasibilityStudy | 1,500 | 1,500 | 0.00% |
| | Station 32 Garage Doors | - | 80,725 | 0.00% |
| | Station 32 Windows | - | 91,757 | 0.00% |
| | Main Ent Door/Side Glass | - | 17,379 | 0.00% |
| | | <u>1,500</u> | <u>191,361</u> | 0.78% |
| ARROWHEAD | Park Land Dev/Arrowhead | 339,726 | 1,446,964 | 23.48% |
| BERGSTROM | Bergstrom Museum | 25,000 | 25,000 | 100.00% |
| PW | Tullar Garage HVAC | - | 32,412 | 0.00% |
| | Church St. Ramp | - | 18,915 | 0.00% |
| | Tullar Garage Door Locks | 14,341 | 12,564 | 114.14% |
| | Tullar Garage Roof | - | 81,000 | 0.00% |
| | Sign Shop A/C | 1,231 | 10,000 | 12.31% |
| | North Vehicle Ceiling Fan | - | 15,000 | 0.00% |
| | Traffic Shop Key Fobs | 213 | 15,000 | 1.42% |
| | Resurface Parking Lots | - | 200,000 | 0.00% |
| | Overhead Door Tullar Gar | - | 6,500 | 0.00% |
| | | <u>15,785</u> | <u>391,391</u> | 4.03% |
| P&R | Baldwin Park | 28,775 | 120,000 | 23.98% |
| | Dog Park | - | 23,987 | 0.00% |
| | Resurface BB Courts | - | 65,214 | 0.00% |
| | Doty Courts | - | 6,680 | 0.00% |
| | Pool Maintenance | 2,281 | 11,196 | 20.37% |
| | Fresh Air Park | - | 18,302 | 0.00% |
| | Riverside Play Surface | 4,113 | 11,893 | 34.58% |
| | Doty Seawall/Kimb Pt | 17,112 | 75,000 | 22.82% |
| | Cook Park | - | 320,000 | 0.00% |
| | Carpenter Preserve | 2,995 | 30,000 | 9.98% |
| | Whiting Boathouse | - | 20,000 | 0.00% |
| | Picnic Table Replacement | 16,913 | 20,000 | 84.57% |
| | Misc Asphalt Trails/Lots | - | 30,000 | 0.00% |
| | Pool Diving Board | - | 28,000 | 0.00% |
| | Pool Basin Paint | - | 55,000 | 0.00% |
| | | <u>72,189</u> | <u>835,272</u> | 8.64% |
| LIBRARY | 2nd Floor Meeting Room | 2,950 | - | 0.00% |
| | 1st Floor Carpeting | 5,823 | 15,981 | 36.44% |
| | Carpeting | 188,337 | 200,000 | 94.17% |
| | Reorg Adult Floor | 55,845 | 55,000 | 101.54% |
| | Service Entrance Concrete | 2,700 | 4,000 | 67.50% |
| | Caulk Decking | - | 2,000 | 0.00% |
| | Rpr Roof Overhang | - | 40,000 | 0.00% |
| | Reno Tech/Circ Services | - | 9,640 | 0.00% |
| | | <u>255,655</u> | <u>326,621</u> | 78.27% |
| CEMETERY | Chapel Chimney Repair | - | 14,200 | 0.00% |
| | EXPENDITURES | <u>1,020,525</u> | <u>9,192,531</u> | 11.10% |
| | BORROWING | 2,246,500 | 2,246,500 | 100.00% |
| | CARRY FORWARD | - | 6,914,670 | 0.00% |
| | USE OF RESERVES | - | 31,361 | 0.00% |
| | CONTRIBUTIONS | 30,000 | - | 0.00% |
| | FUNDING SOURCES | <u>2,276,500</u> | <u>9,192,531</u> | 24.76% |
| | NET SURPLUS (DEFICIT) | <u>1,255,975</u> | <u>-</u> | |

**CITY OF NEENAH
REDEVELOPMENT
6/30/2023**

| | THRU 6/30/2023 | 2023 BUDGET | % OF BUDGET |
|------------------------------|---------------------------|------------------------|------------------------|
| Non-TIF Redevelopment | - | 171,482 | 0.00% |
| BORROWING | 50,000 | 50,000 | 100.00% |
| CARRY FORWARD | - | 121,482 | 0.00% |
| FUNDING SOURCES | 50,000 | 171,482 | 29.16% |
| NET SURPLUS (DEFICIT) | 50,000 | - | |

**CITY OF NEENAH
TIF-CAPITAL
6/30/2023**

| | THRU 6/30/2023 | 2023 BUDGET | % OF BUDGET |
|------------------------------|---------------------------|------------------------|------------------------|
| TIF 8 | | | |
| Arrowhead Park Develop | - | 204,128 | 0.00% |
| Additional Parking | 343 | 270,000 | 0.13% |
| Downtown Pub/Priv Dev | 4,558 | - | 0.00% |
| FoxCities Regional Pship | - | 6,250 | 0.00% |
| Planning/Mktg/Support | - | 10,000 | 0.00% |
| | <u>4,901</u> | <u>490,378</u> | <u>1.00%</u> |
| CAPITAL BORROWING | 15,000 | 16,250 | 92.31% |
| CARRY FORWARD | - | 474,128 | 0.00% |
| | <u>15,000</u> | <u>490,378</u> | <u>3.06%</u> |
| NET SURPLUS (DEFICIT) | <u>10,099</u> | <u>-</u> | |
| TIF 9 | | | |
| Site Prep Work | - | 40,000 | 0.00% |
| FoxCities Regional Pship | - | 6,250 | 0.00% |
| Planning/Mktg/Support | 5,439 | 15,000 | 36.26% |
| | <u>5,439</u> | <u>61,250</u> | <u>8.88%</u> |
| CAPITAL BORROWING | 35,000 | 33,740 | 103.73% |
| RESERVES | - | 27,510 | 0.00% |
| CARRY FORWARD | - | - | 0.00% |
| | <u>35,000</u> | <u>61,250</u> | <u>57.14%</u> |
| NET SURPLUS (DEFICIT) | <u>29,561</u> | <u>-</u> | |
| TIF 10 | | | |
| Land Assemblage | 84 | 405,860 | 0.02% |
| Park Land Dev/Arrowhead | - | 50,000 | 0.00% |
| FoxCities Regional Pship | - | 6,250 | 0.00% |
| Planning/Mktg/Support | - | 10,000 | 0.00% |
| Gateway Plaza | - | 8,000 | 0.00% |
| Parking Ramp Prelim Dsgn | 17,700 | 700,000 | 2.53% |
| | <u>17,784</u> | <u>1,180,110</u> | <u>1.51%</u> |
| CAPITAL BORROWING | 15,000 | 16,250 | 92.31% |
| CARRY FORWARD | - | 1,163,860 | 0.00% |
| | <u>15,000</u> | <u>1,180,110</u> | <u>1.27%</u> |
| NET SURPLUS (DEFICIT) | <u>(2,784)</u> | <u>-</u> | |
| TIF 11 | | | |
| FoxCities Regional Pship | - | 6,250 | 0.00% |
| Planning/Mktg/Support | - | 10,000 | 0.00% |
| Winn County Roundabout | 55,379 | - | 0.00% |
| Winneconne/JJ | - | 125,000 | 0.00% |
| | <u>55,379</u> | <u>141,250</u> | <u>39.21%</u> |
| CAPITAL BORROWING | 140,000 | 141,250 | 99.12% |
| CARRY FORWARD | - | - | 0.00% |
| | <u>140,000</u> | <u>141,250</u> | <u>99.12%</u> |
| NET SURPLUS (DEFICIT) | <u>84,621</u> | <u>-</u> | |
| TIF 12 | | | |
| Neenah Creek Bridge | 19,374 | 600,000 | 3.23% |
| North Pond Design | - | 50,000 | 0.00% |
| North Pond Modifications | - | 200,000 | 0.00% |
| Planning/Mktg/Support | - | 15,000 | 0.00% |
| | <u>19,374</u> | <u>865,000</u> | <u>2.24%</u> |
| CAPITAL BORROWING | 865,000 | 865,000 | 100.00% |
| CARRY FORWARD | - | - | 0.00% |
| | <u>865,000</u> | <u>865,000</u> | <u>100.00%</u> |
| NET SURPLUS (DEFICIT) | <u>845,626</u> | <u>-</u> | |

**CITY OF NEENAH
INTERNAL SERVICE FUNDS
6/30/2023**

| | | THRU 6/30/2022 | THRU 6/30/2023 | 2023 BUDGET | % OF BUDGET |
|--------------------------------|------------------------------|---------------------------|---------------------------|------------------------|------------------------|
| GIS | Expenses | 47,909 | 58,978 | 126,820 | 46.51% |
| | Transfers In | 60,495 | 66,855 | 133,710 | 50.00% |
| | NET SURPLUS (DEFICIT) | 12,586 | 7,877 | 6,890 | |
| IS | Information Systems | 313,330 | 333,846 | 693,550 | 48.14% |
| | Training/Redundant Data | 3,728 | 3,089 | 9,030 | 34.21% |
| | Capital Outlay-Info Sys | 1,493 | 1,738 | 32,000 | 5.43% |
| | | 318,551 | 338,673 | 734,580 | 46.10% |
| | Special Financing | - | - | 20,000 | 0.00% |
| | General Gov't Services | - | 1,000 | 4,870 | 20.53% |
| | Transfers In | 341,102 | 398,233 | 796,860 | 49.98% |
| | | 341,102 | 399,233 | 821,730 | 48.58% |
| | NET SURPLUS (DEFICIT) | 22,551 | 60,560 | 87,150 | |
| FLEET | Expenses | 342,676 | 362,032 | 750,880 | 48.21% |
| | Transfers In | 349,111 | 381,755 | 703,820 | 54.24% |
| | NET SURPLUS (DEFICIT) | 6,435 | 19,723 | (47,060) | |
| LIABILITY INSURANCE | Expenses | 13,336 | 19,179 | 70,000 | 27.40% |
| | Transfers In | 35,000 | 35,000 | 70,000 | 50.00% |
| | NET SURPLUS (DEFICIT) | 21,664 | 15,821 | - | |
| BENEFIT ACCRUAL | Expenses | 4,695,440 | 4,607,683 | 8,600,000 | 53.58% |
| | Transfers In | 4,861,042 | 5,059,123 | 9,000,000 | 56.21% |
| | NET SURPLUS (DEFICIT) | 165,602 | 451,440 | 400,000 | |

**CITY OF NEENAH
ENTERPRISE FUNDS
6/30/2023**

| | | THRU 6/30/2022 | THRU 6/30/2023 | 2023 BUDGET | % OF BUDGET |
|---------------------------|------------------------------|-------------------------|-------------------------|-------------------------|----------------|
| PARKING | Parking Enforcement | 10,938 | 7,896 | 89,240 | 8.85% |
| | Parking Lots | 26,796 | 54,646 | 90,470 | 60.40% |
| | Parking Ramp - Canal | 40,223 | 57,219 | 122,130 | 46.85% |
| | | <u>77,957</u> | <u>119,761</u> | <u>301,840</u> | 39.68% |
| | Revenue | 158,462 | 148,931 | 326,820 | 45.57% |
| | NET SURPLUS (DEFICIT) | <u>80,505</u> | <u>29,170</u> | <u>24,980</u> | |
| STORM WATER | Storm Operation | 310,949 | 363,242 | 955,695 | 38.01% |
| | General Fund | 237,620 | 264,375 | 503,750 | 52.48% |
| | Capital | 440,798 | 60,800 | 991,000 | 6.14% |
| | Principal Repayment | 676,075 | 746,300 | 773,125 | 96.53% |
| | | <u>1,665,442</u> | <u>1,434,717</u> | <u>3,223,570</u> | 44.51% |
| | Revenue | 947,181 | 1,143,128 | 1,835,000 | 62.30% |
| | Borrowing | 1,117,000 | 990,000 | 991,000 | 99.90% |
| | | <u>2,064,181</u> | <u>2,133,128</u> | <u>2,826,000</u> | 75.48% |
| | NET SURPLUS (DEFICIT) | <u>398,739</u> | <u>698,411</u> | <u>(397,570)</u> | |
| SANITARY SEWER | Sewer Operation | 1,185,461 | 1,684,198 | 3,296,725 | 51.09% |
| | General Fund | 481,750 | 510,655 | 1,021,312 | 50.00% |
| | Capital | 1,473 | 812,218 | 2,117,500 | 38.36% |
| | Principal Repayment | 1,145,099 | 1,169,500 | 1,191,063 | 98.19% |
| | | <u>2,813,783</u> | <u>4,176,571</u> | <u>7,626,600</u> | 54.76% |
| | Revenue | 2,271,678 | 2,438,351 | 4,865,000 | 50.12% |
| | Borrowing | 1,117,000 | 2,120,000 | 2,120,000 | 100.00% |
| | | <u>3,388,678</u> | <u>4,558,351</u> | <u>6,985,000</u> | 65.26% |
| | NET SURPLUS (DEFICIT) | <u>574,895</u> | <u>381,780</u> | <u>(641,600)</u> | |
| WATER | Expenses | 2,752,624 | 2,853,160 | 7,281,280 | 39.18% |
| | Revenue | 4,011,794 | 4,341,388 | 8,130,100 | 53.40% |
| | NET SURPLUS (DEFICIT) | <u>1,259,170</u> | <u>1,488,228</u> | <u>848,820</u> | |

**CITY OF NEENAH
TIF-SPECIAL REVENUE
6/30/2023**

| | THRU 6/30/2022 | THRU 6/30/2023 | 2023 BUDGET | % OF BUDGET |
|------------------------------|---------------------------|---------------------------|------------------------|------------------------|
| TIF 5 | | | | |
| Program Expenditures | 150 | - | 1,000 | 0.00% |
| TIF Affordable Housing | - | 305,412 | 310,140 | 98.48% |
| General Fund | 42,000 | 44,520 | 88,200 | 50.48% |
| Transfer to Debt Service | 12,752 | 17,998 | 18,627 | 96.62% |
| | <u>54,902</u> | <u>367,930</u> | <u>417,967</u> | <u>88.03%</u> |
| Property Taxes | 286,999 | 305,412 | 310,140 | 98.48% |
| State Revenues | 1,349 | 1,349 | 155,228 | 0.87% |
| Special Financing | - | - | - | 0.00% |
| Investment Income | 784 | 13,898 | 1,000 | 1389.80% |
| Other Revenue | - | - | - | 0.00% |
| Fund Transfers | - | - | - | 0.00% |
| | <u>289,132</u> | <u>320,659</u> | <u>466,368</u> | |
| NET SURPLUS (DEFICIT) | <u>234,230</u> | <u>(47,271)</u> | <u>48,401</u> | |
| TIF 6 | | | | |
| Program Expenditures | 150 | - | 1,000 | 0.00% |
| TIF Affordable Housing | - | 553,080 | - | 0.00% |
| General Fund | 31,500 | 33,390 | 66,150 | 50.48% |
| Transfer to Debt Service | 203,390 | 212,203 | 216,167 | 98.17% |
| | <u>235,040</u> | <u>798,673</u> | <u>283,317</u> | <u>281.90%</u> |
| Property Taxes | 590,028 | 553,080 | 561,640 | 98.48% |
| State Revenues | 2,654 | 2,654 | 82,130 | 3.23% |
| Special Financing | - | - | - | 0.00% |
| Investment Income | 1,090 | 17,968 | 1,000 | 1796.80% |
| Sale of City Properties | - | - | - | 0.00% |
| Other Revenue | - | - | - | 0.00% |
| Fund Transfers | - | - | - | 0.00% |
| | <u>593,772</u> | <u>573,702</u> | <u>644,770</u> | |
| NET SURPLUS (DEFICIT) | <u>358,732</u> | <u>(224,971)</u> | <u>361,453</u> | |
| TIF 7 | | | | |
| Program Expenditures | 814,229 | 150 | 96,000 | 0.16% |
| General Fund | 63,000 | 66,780 | 132,300 | 50.48% |
| Transfer to Debt Service | 572,587 | 584,986 | 627,067 | 93.29% |
| Special Revenue TIF # 8 | - | - | 1,460,784 | 0.00% |
| | <u>1,449,816</u> | <u>651,916</u> | <u>2,316,151</u> | <u>28.15%</u> |
| Property Taxes | 2,186,167 | 2,175,167 | 2,208,840 | 98.48% |
| State Revenues | 29,699 | 29,699 | 106,311 | 27.94% |
| Special Financing | 805,118 | - | - | 0.00% |
| Investment Income | 2,947 | 34,714 | 1,000 | 3471.40% |
| Sale of City Properties | - | - | - | 0.00% |
| Other Revenue | - | - | - | 0.00% |
| | <u>3,023,931</u> | <u>2,239,580</u> | <u>2,316,151</u> | |
| NET SURPLUS (DEFICIT) | <u>1,574,115</u> | <u>1,587,664</u> | <u>-</u> | |

**CITY OF NEENAH
TIF-SPECIAL REVENUE
6/30/2023**

| | THRU 6/30/2022 | THRU 6/30/2023 | 2023 BUDGET | % OF BUDGET |
|------------------------------|---------------------------|---------------------------|-------------------------|------------------------|
| TIF 8 | | | | |
| Program Expenditures | 175,758 | 9,196 | 11,952 | 76.94% |
| Capital Lease | - | - | 1,275,000 | 0.00% |
| General Fund | 71,207 | 197,767 | 172,300 | 114.78% |
| TIF # 8 | 85,000 | 57,500 | 115,000 | 50.00% |
| Transfer to Debt Service | 922,896 | 1,048,695 | 1,261,132 | 83.16% |
| CDA | 82,516 | 63,851 | 127,702 | 50.00% |
| | <u>1,337,377</u> | <u>1,377,009</u> | <u>2,963,086</u> | 46.47% |
| Property Taxes | 1,270,632 | 1,403,458 | 1,465,185 | 95.79% |
| State Revenues | 11,334 | 11,334 | 242,759 | 4.67% |
| Special Financing | 165,468 | 1,554 | - | 0.00% |
| Investment Income | 175 | 10,660 | 19,000 | 56.11% |
| Lease/Rental Revenue | - | - | - | 0.00% |
| Sale of City Properties | - | - | - | 0.00% |
| Other Revenue | - | - | - | 0.00% |
| Fund Transfers | - | - | 1,460,784 | 0.00% |
| | <u>1,447,609</u> | <u>1,427,006</u> | <u>3,187,728</u> | 44.77% |
| NET SURPLUS (DEFICIT) | <u>110,232</u> | <u>49,997</u> | <u>224,642</u> | |
| TIF 9 | | | | |
| Program Expenditures | 322 | 580 | 111,000 | 0.52% |
| General Fund | 42,000 | 44,530 | 88,200 | 50.49% |
| Transfer to Debt Service | 86,940 | 80,414 | 271,053 | 29.67% |
| | <u>129,262</u> | <u>125,524</u> | <u>470,253</u> | 26.69% |
| Property Taxes | 207,858 | 191,235 | 194,195 | 98.48% |
| State Revenues | 300 | 300 | 47,847 | 0.63% |
| Special Financing | 952 | 3,625 | - | 0.00% |
| Investment Income | 537 | 4,940 | 1,000 | 494.00% |
| Lease/Rental Revenue | 1,458 | - | - | 0.00% |
| Other Revenue | - | - | - | 0.00% |
| | <u>211,105</u> | <u>200,100</u> | <u>243,042</u> | |
| NET SURPLUS (DEFICIT) | <u>81,843</u> | <u>74,576</u> | <u>(227,211)</u> | |

**CITY OF NEENAH
TIF-SPECIAL REVENUE
6/30/2023**

| | THRU 6/30/2022 | THRU 6/30/2023 | 2023 BUDGET | % OF BUDGET |
|------------------------------|---------------------------|---------------------------|------------------------|------------------------|
| TIF 10 | | | | |
| Program Expenditures | 2,563 | 334 | 1,000 | 33.40% |
| General Fund | 21,000 | 22,260 | 45,100 | 49.36% |
| Transfer to Debt Service | 133,019 | 133,021 | 251,892 | 52.81% |
| | <u>156,582</u> | <u>155,615</u> | <u>297,992</u> | 52.22% |
| Property Taxes | 336,740 | 318,833 | 323,768 | 98.48% |
| State Revenues | 11,839 | 11,839 | 23,193 | 51.05% |
| Special Financing | 13,322 | 1,554 | - | 0.00% |
| Investment Income | 1,535 | 27,160 | 1,000 | 2716.00% |
| Lease/Rental Revenue | - | - | - | 0.00% |
| Other Revenue | - | - | - | 0.00% |
| | <u>363,436</u> | <u>359,386</u> | <u>347,961</u> | 103.28% |
| NET SURPLUS (DEFICIT) | <u>206,854</u> | <u>203,771</u> | <u>49,969</u> | |
| TIF 11 | | | | |
| Program Expenditures | 9,171 | 1,870 | 172,526 | 1.08% |
| General Fund | 21,000 | 22,260 | 45,600 | 48.82% |
| Transfer to Debt Service | 16,263 | 16,711 | 31,646 | 52.81% |
| | <u>46,434</u> | <u>40,841</u> | <u>249,772</u> | 16.35% |
| Property Taxes | 349,247 | 339,254 | 344,506 | 98.48% |
| State Revenues | - | - | - | 0.00% |
| Special Financing | 49,801 | 14,502 | - | 0.00% |
| Investment Income | 521 | 7,566 | - | 0.00% |
| Other Revenue | - | - | - | 0.00% |
| | <u>399,569</u> | <u>361,322</u> | <u>344,506</u> | 104.88% |
| NET SURPLUS (DEFICIT) | <u>353,135</u> | <u>320,481</u> | <u>94,734</u> | |

**CITY OF NEENAH
CUSTODIAL FUNDS
6/30/2023**

| | | THRU 6/30/2022 | THRU 6/30/2023 | 2023 BUDGET | % OF BUDGET |
|--------------|------------------------------|---------------------------|---------------------------|------------------------|------------------------|
| COURT | Expenses | 189,663 | 180,921 | 442,470 | 40.89% |
| | Revenue | 195,835 | 172,544 | 457,350 | 37.73% |
| | NET SURPLUS (DEFICIT) | 6,172 | (8,377) | 14,880 | |
| NMFR | Expenses | 4,829,667 | 4,582,437 | 9,570,550 | 47.88% |
| | Revenue | 4,941,745 | 4,861,096 | 9,570,550 | 50.79% |
| | NET SURPLUS (DEFICIT) | 112,078 | 278,659 | - | |

**CITY OF NEENAH
OTHER FUNDS
6/30/2023**

| | | THRU 6/30/2022 | THRU 6/30/2023 | 2023 BUDGET | % OF BUDGET |
|------------------------------|------------------------------|---------------------------|---------------------------|------------------------|------------------------|
| DEBT SERVICE | Expenditures | 6,477,540 | 6,604,252 | 7,897,646 | 83.62% |
| | Revenue | 6,707,147 | 7,493,119 | 8,067,584 | 92.88% |
| | NET SURPLUS (DEFICIT) | 229,607 | 888,867 | 169,938 | |
| INDUST. DEVELOPMENT | Expenditures | 4,957 | 5,197 | 15,000 | 34.65% |
| | Revenue | 30,008 | 24,953 | 30,010 | 83.15% |
| | NET SURPLUS (DEFICIT) | 25,051 | 19,756 | 15,010 | |
| RECYCLING | Expenditures | 247,327 | 258,731 | 570,900 | 45.32% |
| | Revenue | 615,228 | 561,820 | 595,770 | 94.30% |
| | NET SURPLUS (DEFICIT) | 367,901 | 303,089 | 24,870 | |
| SMALL BUS./ HOUSING LOANS | Expenditures | 18,875 | 18,226 | 39,200 | 46.49% |
| | Revenue | 267 | 21,724 | 29,100 | 74.65% |
| | NET SURPLUS (DEFICIT) | (18,608) | 3,498 | (10,100) | |
| DEV. LAND SALES | Expenditures | 1,356 | 924 | 1,500 | 61.60% |
| | Revenue | 34,312 | 14,842 | 105,000 | 14.14% |
| | NET SURPLUS (DEFICIT) | 32,956 | 13,918 | 103,500 | |

**CITY OF NEENAH
OTHER FUNDS
6/30/2023**

| | | THRU 6/30/2022 | THRU 6/30/2023 | 2023 BUDGET | % OF BUDGET |
|---------------------------|------------------------------|---------------------------|---------------------------|------------------------|------------------------|
| ALLIANT PILOT | Expenditures | - | - | 247,190 | 0.00% |
| | Revenue | - | - | 494,380 | 0.00% |
| | NET SURPLUS (DEFICIT) | - | - | 247,190 | |
| ARPA | Expenditures | 650,000 | 863,179 | 1,725,570 | 50.02% |
| | Revenue | 5,554,596 | 83,458 | 30,000 | 278.19% |
| | NET SURPLUS (DEFICIT) | 4,904,596 | (779,721) | (1,695,570) | |
| NIF GRANT (VALLEY VNA) | Expenditures | - | 1,310,657 | - | 0.00% |
| | Revenue | - | 2,128,215 | - | 0.00% |
| | NET SURPLUS (DEFICIT) | - | 817,558 | - | |
| TIF AFFORD. HOUSING | Expenditures | - | - | - | 0.00% |
| | Revenue | - | 858,492 | - | 0.00% |
| | NET SURPLUS (DEFICIT) | - | 858,492 | - | |

**CITY OF NEENAH
EXPENDABLE TRUST FUNDS
As of June 30, 2023**

CEMETERY

| | | |
|--------------------------|-------------|-------------|
| Perpetual Care | \$1,513,339 | |
| Flower Fund | 158,056 | |
| Gus Toepel Burial Fund | 5,051 | |
| GD Barnes Cemetery Trust | 9,614 | |
| Total Cemetery | | \$1,686,060 |

PARKS & RECREATION

| | | |
|---------------------------------|---------|-----------|
| Park Development - Arrowhead | 127 | |
| Park Development - Minergy | 131,684 | |
| Alice Jean-Arrowhead | 6,816 | |
| Trees for the Living | 43,763 | |
| Park Benches | 16,170 | |
| Babcock Memorial/Kimberly Point | 48,024 | |
| Riverside (Nielsen) | 6,055 | |
| Riverside Players | 15,819 | |
| Neenah Community Band | 21,225 | |
| German Band | 5,459 | |
| Brent Peppert Scholarship | 2,061 | |
| Dance Band | 3,747 | |
| Park Land Acquisition | 4,946 | |
| Park & Playground Equipment | 8,502 | |
| Soccer | 4,607 | |
| Doty Cabin | 8,308 | |
| Fun Run | 18,246 | |
| All Other Contributions | 9,515 | |
| Shattuck Park Live Music | 1,809 | |
| Carpenter Preserve | 28,583 | |
| Nickolas Band Scholarship | 3,481 | |
| Archery Range | 518 | |
| Sunshine Program | 840 | |
| Park Kart | 7,707 | |
| Dog Park | 9,840 | |
| Tennis | 10,272 | |
| Kim | 10,715 | |
| Total Park and Recreation | | \$428,839 |

NEENAH PUBLIC LIBRARY

\$1,781,811

CIVIC & SOCIAL

| | | |
|-----------------------------------|---------|-----------|
| Miscellaneous/Other | 2,798 | |
| Health/Emergency Government-Other | 5 | |
| Marigen Carpenter Tree Fund | 72,780 | |
| Sale of Compost | 43,146 | |
| City Wear | 1,474 | |
| CommunityFest | 32,301 | |
| Neenah Time Capsule | (1,163) | |
| Power Up Project | 1,285 | |
| Neenah Arts Council | 1,554 | |
| Community Amenity | 61,145 | |
| Total Civic and Social | | \$215,325 |

POLICE DEPARTMENT

| | | |
|-------------------------|--------|-----------|
| Drug Education | 277 | |
| Crime Prevention | 2,356 | |
| Court Ordered | 3,549 | |
| Program for Kids | 602 | |
| Good Samaritan | 1,853 | |
| Police Equipment | (37) | |
| Choices | 1,012 | |
| Grant Reimbursement | 17,243 | |
| Great | 852 | |
| Other Training | 45,422 | |
| Training Grant-SWAT | 47,817 | |
| All Other Contributions | 109 | |
| Forensic | 1,914 | |
| K-9 Project | 47,104 | |
| Bike Patrol | 5,537 | |
| Neighborhood District | 10,801 | |
| Police Awards | 4,357 | |
| Total Police | | \$190,768 |

DIAL-A-RIDE

\$202,309

TOTAL TRUST FUNDS

\$4,505,112

**CITY OF NEENAH
SCHEDULE OF CITY INVESTMENTS
AS OF JUNE 30, 2023**

GENERAL CITY

| <u>Type</u> | <u>Institution</u> | <u>Amount</u> | | <u>Current Int. Rate</u> |
|---------------------------------------|-----------------------|------------------------|---|------------------------------|
| Checking/Repurchase Agreements | Associated Bank | \$14,859,532.06 | x | 4.25% |
| Insured Cash Sweep (ICS) | Nicolet Bank/FNB | 83,659.31 | x | 5.01% |
| Local Gov't Investment Pool-City | State of WI/U.S. Bank | 3,223,540.24 | x | 5.09% |
| Local Gov't Investment Pool-ARPA | State of WI/U.S. Bank | 6,546.92 | x | 5.09% |
| Tax Collection | BMO Harris | 1,334,292.77 | x | 4.83% |
| Money Market Checking | Citizens Comm. Fed. | 718,173.72 | x | 5.14% |
| Ultimate Money Market | Community First CU | 59,437.88 | x | 1.243% |
| Extended FDIC Sweep | First Business Bank | 7,716,558.69 | x | 4.78% |
| Extended FDIC Sweep - ARPA | First Business Bank | 3,246,710.20 | x | 4.78% |
| Limited Volatility Strategy Portfolio | Dana/TD Ameritrade | 10,191,285.10 | x | various |
| Savings (as of 6/30/23) | Simplicity CU | 38,152.67 | x | 0.50% |
| * Federal Securities | Various | 4,815,712.28 | x | various |
| * Corporate Securities | Various | 3,949,037.50 | x | various |
| * State/Municipal Taxable Securities | Various | 5,829,459.25 | x | various |
| * Certificates of Deposit | Various | 4,711,069.22 | x | various |
| Total General City | | \$60,783,167.81 | | |

* See Attached

**CITY OF NEENAH
SCHEDULE OF CITY INVESTMENTS (con't)
AS OF JUNE 30, 2023**

| <u>Type</u> | <u>Institution</u> | <u>Amount</u> | | <u>Current Int. Rate</u> |
|--------------------------------------|-----------------------|-------------------------|---|------------------------------|
| <u>LIBRARY</u> | | | | |
| Trust Fund (6/30/23) | Associated Trust | 1,911,388.25 | x | various |
| Total Library | | 1,911,388.25 | | |
| <u>CEMETERY</u> | | | | |
| Trust Fund (6/30/23) | Associated Trust | 1,554,424.02 | x | various |
| Total Cemetery | | 1,554,424.02 | | |
| <u>CDA</u> | | | | |
| Debt Service Reserve - 2008/16 Bond: | Associated Trust | 1,703,013.30 | x | various |
| Total CDA | | 1,703,013.30 | | |
| <u>SEWER UTILITY</u> | | | | |
| Local Gov't Investment Pool | State of WI/U.S. Bank | 19.58 | x | 5.09% |
| Total Sewer Utility | | 19.58 | | |
| <u>STORM WATER UTILITY</u> | | | | |
| Local Gov't Investment Pool | State of WI/U.S. Bank | 19,424.25 | x | 5.09% |
| Total Storm Water Utility | | 19,424.25 | | |
| <u>WATER UTILITY</u> | | | | |
| Local Gov't Investment Pool | State of WI/U.S. Bank | 4,317,701.13 | x | 5.09% |
| Reserve Fund - 2007 Rev. Bonds | Associated Bank | - | x | |
| * Federal/State/Muni/Corp Securities | Various | 2,066,672.50 | x | various |
| Total Water Utility | | 6,384,373.63 | | |
| <u>B.I.D.</u> | | | | |
| Money Market | State of WI/U.S. Bank | 19,524.32 | x | 5.09% |
| Total B.I.D. | | 19,524.32 | | |
| TOTAL CASH & INVESTMENTS | | \$ 72,375,335.16 | | |

* See Attached

**CITY OF NEENAH
INVESTMENT PORTFOLIO
6/30/2023**

General City

| Federal Securities | | Estimated Pre Pay or Next Maturity Date | Final Maturity Date | Security | Description | Cost | Par Value | 12/31/22 or "At Purchase" Market Value | Coupon Rate | Yield to Call/Date | Yield to Maturity | Cusip # | Vendor | Interest Dates | Miscellaneous |
|--|----------|---|---------------------------|--|--------------|---------------------------------|----------------|--|----------------|-----------------------|----------------------|-----------|------------------|---|---------------|
| US Treasury (Inflation Indexed) | | | | | | 0.004% of City Portfolio | | | | | | | | | |
| 12/31/21 | n/a | 12/31/21 | | Goldman Sachs Treas Inst. Portf Fund 506 | \$786.77 | \$786.77 | \$845.04 | 2.22% | 2.220% | 2.22% | n/a | n/a | Assoc. Trust | monthly | |
| Total US Treasury (Inflation Indexed) | | | | | \$786.77 | \$786.77 | \$845.04 | | | | | | | | |
| Mortgage Backed | | | | | | 7.83% of City Portfolio | | | | | | | | | |
| 07/09/12 | 05/20/22 | 07/20/39 | GNMA | 20% CPR ave 4.26yr | \$52,478.34 | \$20,747.70 | \$17,850.79 | 5.00% | n/a | 1.99% | 38374VC98 | Stifel | 20th of each mo. | Price 111.63. Prin & Int returned each month. Factor-.79474637. Accr Int-331.14 Moody Aaa/S&P AA+ | |
| 01/23/14 | 05/01/22 | 05/01/43 | FNMA (ARM) | 12% CPR ave 4.10 yr | \$25,676.03 | \$25,676.03 | \$23,084.24 | 2.18% | n/a | 2.04% | 3138WXY8 | Stifel | 25th of each mo. | Price 100.59375. P & I returned each mo. Factor-.94790885. A/I - \$315.71. Moody Aaa/S&P AA+ | |
| 01/23/17 | 09/15/22 | 04/01/25 | FNMA (ARM) | 15% CPR ave 2.80yr | \$15,122.21 | \$8,751.42 | \$8,448.68 | 4.00% | n/a | 2.05% | 31412RG92 | 1st Horiz | 25th of each mo. | Price 105.00. P & I returned each mo. Factor-.11583263. A/I - \$311.46. | |
| 12/26/17 | 08/01/23 | 05/25/42 | FNMA (Loans) | 20% CPR ave 3.32yr | \$50,468.91 | \$66,227.97 | \$58,510.26 | 1.50% | n/a | 3.12% | 3136AAW35 | 1st Horiz | 25th of each mo. | Price 95.0. P & I returned each mo. Factor-.50835678. A/I - \$328.31. | |
| 07/18/18 | 08/01/23 | 09/15/40 | FHLMC | 15% CPR ave 2.51yr | \$0.00 | \$0.00 | \$0.00 | 2.00% | n/a | 3.34% | 3137AU7H6 | 1st Horiz | 15th of each mo. | Price 96.25. Prin & Int returned ea. month. Factor-.36907111. Accr Int - \$348.57. | |
| 10/11/12 | 10/11/23 | 06/01/32 | FNMA (Loans) | 12% CPR ave 5.45yr | \$44,885.70 | \$23,233.83 | \$22,444.34 | 4.00% | n/a | 2.15% | 31418AF78 | 1st Horiz | 25th of each mo. | Price 108.9375. P & I returned each mo. Factor-.96903529. A/I - \$269.18. | |
| 03/28/13 | 01/01/24 | 11/01/34 | FNMA (ARM) | 12% CPR ave 5.4yr | \$30,803.17 | \$10,848.54 | \$11,237.80 | 2.49% | n/a | 0.96% | 31407UMR5 | 1st Horiz | 25th of each mo. | Price 107.875. P & I returned each mo. Factor-.17475319. A/I - \$473.59. | |
| 02/08/17 | 02/15/24 | 02/15/42 | FHLMC | 20% CPR ave 7.0 yr | \$41,235.64 | \$46,662.51 | \$41,637.69 | 2.00% | n/a | 2.73% | 3137AW3Y9 | 1st Horiz | 15th of each mo. | Price 97.625. Prin & Int returned ea. month. Factor-.22849980. Accr Int-88.86 | |
| 05/12/16 | 06/01/24 | 11/01/30 | FHLMC | 15% CPR ave 3.98 yr | \$44,086.69 | \$32,115.15 | \$31,060.25 | 3.50% | n/a | 1.81% | 3128P7P56 | 1st Horiz | 15th of each mo. | Price 106.21875. Prin & Int returned ea. month. Factor-.29203146. Accr Int-205.88 | |
| 05/12/16 | 06/15/24 | 12/01/30 | FHLMC | 15% CPR ave 4.01 yr | \$49,292.56 | \$36,635.58 | \$35,445.14 | 3.50% | n/a | 1.82% | 3128P7P80 | 1st Horiz | 15th of each mo. | Price 106.21875. Prin & Int returned ea. month. Factor-.32988890. Accr Int-217.66 | |
| 12/27/17 | 08/01/24 | 06/25/43 | FNMA (Loans) | 20% CPR ave 3.83yr | \$17,522.51 | \$35,035.17 | \$29,125.96 | 1.50% | n/a | 3.96% | 3136AEVE4 | 1st Horiz | 25th of each mo. | Price 91.75. P & I returned each mo. Factor-.21227467. A/I - \$229.96. | |
| 07/12/18 | 08/01/24 | 03/20/40 | GNMA | 15% CPR ave 3.03yr | \$54,280.02 | \$54,920.59 | \$52,775.33 | 3.00% | n/a | 3.06% | 38377DBC9 | 1st Horiz | 20th of each mo. | Price 99.71875. P & I returned each month. Factor-.22775805. Accr Int - \$208.78 | |
| 12/26/12 | 02/01/25 | 05/01/37 | FNMA (ARM) | 12% CPR ave 5.58yr | \$67,977.96 | \$33,930.25 | \$34,271.95 | 2.72% | n/a | 1.12% | 3138EKC29 | 1st Horiz | 25th of each mo. | Price 107.25. P & I returned each mo. Factor-.9866027. A/I - \$886.74. | |
| 12/20/16 | 04/20/25 | 11/01/44 | FNMA (ARM) | 20% CPR ave 4.09yr | \$32,267.86 | \$25,351.52 | \$23,406.02 | 4.00% | n/a | 3.19% | 31418BKD7 | 1st Horiz | 25th of each mo. | Price 102.75. P & I returned each mo. Factor-.38692801. A/I - \$530.95. | |
| 08/07/20 | 06/01/25 | 06/25/29 | FNMA (Loans) | 5% CPR ave 2.40yr | \$54,501.06 | \$40,245.37 | \$38,541.90 | 2.30% | n/a | 1.15% | 3136B5QU2 | 1st Horiz | 25th of each mo. | Price 106.50. P & I returned each mo. Factor-.95355791. A/I - \$84.22. | |
| 03/20/13 | 07/20/25 | 09/01/35 | FNMA (ARM) | 12% CPR ave 5.6yr | \$31,412.95 | \$10,024.00 | \$10,276.15 | 2.78% | n/a | 1.05% | 31415VYE9 | 1st Horiz | 25th of each mo. | Price 107.625. P & I returned each mo. Factor-.28051067. A/I - \$411.72. | |
| 06/18/20 | 08/01/25 | 10/16/45 | GNMA | 15% CPR ave 2.54yr | \$38,530.06 | \$37,466.27 | \$34,447.20 | 1.77% | n/a | 1.34% | 38378KAB5 | 1st Horiz | 15th of each mo. | Price 101.00. P & I returned each month. Factor-.53189357. Accr Int - \$88.76. | |
| 02/28/20 | 03/31/26 | 03/31/26 | FNMA (Loans) | 25% CPR ave 3.03yr | \$57,298.67 | \$46,211.58 | \$44,189.55 | 4.00% | n/a | 1.81% | 31418CVC5 | 1st Horiz | 25th of each mo. | Price 106.0625. P & I returned each mo. Factor-.73152177. A/I - \$548.64. | |
| 07/18/22 | 08/01/27 | 12/16/57 | GNMA | 30% CPR ave 2.43yr | \$226,623.63 | \$248,113.45 | \$210,031.41 | 2.50% | n/a | 6.30% | 38379RMX8 | 1st Horiz | 16th of each mo. | Price 91.96875. P & I returned each mo. Factor-.26757751. Accr Int - \$371.64. | |
| 04/28/20 | 07/31/28 | 03/15/42 | FHR | 15% CPR ave 4.11yr | \$137,333.63 | \$127,171.08 | \$112,118.30 | 2.25% | n/a | 1.51% | 3137ANNS0 | 1st Horiz | 15th of each mo. | Price 102.84375. P & I returned each mo. Factor-.14297397. A/I - \$603.17. | |
| 07/23/18 | 08/01/28 | 08/20/42 | GNMA | 15% CPR ave 5.05yr | \$26,975.93 | \$24,863.18 | \$24,270.84 | 2.75% | n/a | 3.70% | 36179MLX6 | 1st Horiz | 20th of each mo. | Price 102.125. P & I returned each month. Factor-.19884795. Accr Int - \$167.09. | |
| 07/23/18 | 08/01/28 | 07/20/42 | GNMA | 15% CPR ave 5.05yr | \$24,005.96 | \$22,020.44 | \$21,488.55 | 2.75% | n/a | 3.70% | 36179MHU7 | 1st Horiz | 20th of each mo. | Price 102.125. P & I returned each month. Factor-.18687238. Accr Int - \$157.02. | |
| 12/05/19 | 12/01/28 | 11/25/57 | FHLMC | 8% CPR ave 4.35 yr | \$77,123.54 | \$70,016.20 | \$66,301.73 | 3.50% | n/a | 2.53% | 35563PFG9 | 1st Horiz | 25th of each mo. | Price 103.75. Prin & Int returned ea. month. Factor-.80650652. Accr Int-73.71 | |
| 07/26/22 | 07/01/29 | 03/01/34 | FNMA (Loans) | 15% CPR ave 3.50yr | \$26,122.77 | \$26,217.46 | \$26,102.10 | 3.01% | n/a | 4.36% | 31403DPE3 | 1st Horiz | 25th of each mo. | Price 99.75. P & I returned each mo. Factor-.03695159. A/I - \$79.06. | |
| 07/26/22 | 10/01/29 | 11/01/34 | FNMA (Loans) | 15% CPR ave 3.59yr | \$52,311.07 | \$51,285.36 | \$52,442.29 | 2.93% | n/a | 4.21% | 31407UMR5 | 1st Horiz | 1st of each mo. | Price 102.00. P & I returned each mo. Factor-.01709512. A/I - \$104.28. | |
| 07/26/22 | 01/26/29 | 10/01/34 | FHLMC | 15% CPR ave 3.75 yr | \$32,318.76 | \$31,629.47 | \$31,975.52 | 2.65% | n/a | 4.03% | 31300L2T1 | 1st Horiz | 1st of each mo. | Price 102.00. Prin & Int returned ea. month. Factor-.06892921. Accr Int-63.47. | |
| 07/26/22 | 02/26/29 | 01/01/35 | FNMA (Loans) | 15% CPR ave 3.80yr | \$34,228.60 | \$33,811.56 | \$34,062.93 | 3.35% | n/a | 4.02% | 31406NYU2 | 1st Horiz | 25th of each mo. | Price 101.00. P & I returned each mo. Factor-.02085197. A/I - \$97.02. | |
| 07/26/22 | 03/26/29 | 09/01/38 | FNMA (Loans) | 15% CPR ave 3.85yr | \$71,847.21 | \$70,180.69 | \$71,042.90 | 2.51% | n/a | 4.19% | 3138EK6B6 | 1st Horiz | 25th of each mo. | Price 102.00. P & I returned each mo. Factor-.11110143. A/I - \$144.95. | |
| 07/26/22 | 01/26/30 | 09/01/35 | FNMA (Loans) | 15% CPR ave 3.91yr | \$45,079.95 | \$43,980.44 | \$44,893.53 | 3.98% | n/a | 4.27% | 31415VYE9 | 1st Horiz | 1st of each mo. | Price 102.50. P & I returned each mo. Factor-.02199022. A/I - \$121.40. | |
| 07/26/22 | 04/30/30 | 10/20/35 | GNMA | 15% CPR ave 3.86yr | \$62,326.53 | \$64,001.64 | \$61,738.08 | 1.75% | n/a | 4.22% | 36225DUX0 | 1st Horiz | 20th of each mo. | Price 97.75. P & I returned each mo. Factor-.03722461. Accr Int - \$90.48. | |
| 07/26/22 | 06/26/30 | 09/01/37 | Freddie Mac | 15% CPR ave 3.96yr | \$54,109.84 | \$52,979.86 | \$53,395.70 | 2.30% | n/a | 4.07% | 31416L3X2 | 1st Horiz | 25th of each mo. | Price 101.875. P & I returned each mo. Factor-.03284244. Accr Int - \$96.43. | |
| 07/26/22 | 09/01/30 | 07/01/36 | Freddie Mac | 15% CPR ave 4.12yr | \$21,564.59 | \$21,256.58 | \$21,603.65 | 2.29% | n/a | 4.01% | 3128QGFJ6 | 1st Horiz | 1st of each mo. | Price 101.1875. P & I returned each mo. Factor-.01402045. Accr Int - \$41.32. | |
| 07/26/22 | 12/01/32 | 09/01/46 | Freddie Mac | 15% CPR ave 5.20yr | \$49,650.24 | \$49,650.24 | \$49,613.97 | 1.89% | n/a | 4.86% | 31326LGE9 | 1st Horiz | 1st of each mo. | Price 100.00. P & I returned each mo. Factor-.12875989. Accr Int - \$84.50. | |
| Total Mortgage Backed | | | | | 7.83% | \$1,649,462.59 | \$1,491,261.13 | \$1,397,834.74 | | | | | | | |

**CITY OF NEENAH
INVESTMENT PORTFOLIO
6/30/2023**

| Purchase Date | Estimated Pre Pay or Next Call Date | Final Maturity Date | Security | Description | Cost | Par Value | 12/31/22 or "At Purchase" Market Value | Coupon Rate | Yield to Call/Date | Yield to Maturity | Cusip # | Vendor | Interest Dates | Miscellaneous |
|---|-------------------------------------|---------------------|-------------|------------------------|--------------------------|----------------|--|-------------|--------------------|-------------------|-----------|-----------|------------------|---|
| Agency Bonds | | | | 16.16% | of City Portfolio | | | | | | | | | |
| Federal Farm Credit Bank | | | | 8.25% | of City Portfolio | | | | | | | | | |
| 09/04/20 | 05/01/22 | 08/13/26 | FFCBNK | 5.9 yr, 3 mo no call | \$249,805.00 | \$250,000.00 | \$218,902.50 | 0.70% | n/a | 0.71% | 3133EL3X0 | Stifel | 2/13, 8/13 | Price 99.922. Accr Int \$102.08 S&P AA+/Moody's Aaa. Cont.call after 3mo |
| 09/04/20 | 05/01/22 | 08/13/26 | FFCBNK | 5.9 yr, 11 mo no call | \$249,812.00 | \$250,000.00 | \$219,282.50 | 0.67% | n/a | 0.68% | 3133EL3Y8 | Stifel | 2/13, 8/13 | Price 99.9248. Accr Int-\$97.71 S&P AA+/Moody's Aaa. Cont.call after 11mo |
| 02/17/21 | 05/01/22 | 02/17/26 | FFCBNK | 5 yr, 6 mo no call | \$249,229.75 | \$250,000.00 | \$222,212.50 | 0.59% | 1.21% | 0.65% | 3133EMQX3 | Stifel | 2/17, 8/17 | Price 99.6919. Accr Int \$0 S&P AA+/Moody's Aaa. Cont.call after 6 mo |
| 03/16/21 | 05/01/22 | 02/16/27 | FFCBNK | 6 yr, 11mo no call | \$245,499.90 | \$250,000.00 | \$216,675.00 | 0.78% | 2.78% | 1.10% | 3133EMQW5 | Stifel | 2/16, 8/16 | Price 98.199588. Accr Int \$162.50 S&P AA+/Moody's Aaa. Cont.call after 11 mo |
| 04/05/21 | 05/12/22 | 08/13/26 | FFCBNK | 5.45 yr w/2 call dates | \$245,157.50 | \$250,000.00 | \$218,902.50 | 0.70% | 2.80% | 1.73% | 3133EL3X0 | Stifel | 2/13, 8/13 | Price 98.063. Accr Int \$252.78 S&P AA+/Moody's Aaa. 2 call-3/12/22&23. |
| 02/03/22 | 01/26/23 | 01/26/27 | FFCBNK | 5 yr 1yr no call. | \$249,643.96 | \$250,000.00 | \$226,550.00 | 1.78% | 1.93% | 1.81% | 3133ENLZ1 | Stifel | 1/26, 7/26 | Price 99.857585. Accr Int \$86.53. S&P AA+/Moody's Aaa. Cont.call after 1 yr. |
| 02/08/21 | 02/02/23 | 02/02/26 | FFCBNK | 5 yr, 2 yr no call | \$249,802.75 | \$250,000.00 | \$221,535.00 | 0.45% | 0.49% | 0.47% | 3133EMPD8 | Stifel | 2/21, 8/21 | Price 99.9211. Accr Int \$18.75 S&P AA+/Moody's Aaa. Cont.call after 2yr |
| Total Federal Farm Credit Bank | | | | | 8.25% | \$1,738,950.86 | \$1,750,000.00 | | | | | | | |
| Federal Home Loan Bank | | | | 5.91% | of City Portfolio | | | | | | | | | |
| 06/30/21 | 05/10/22 | 02/10/27 | FHLBNK | 5.5yr, 2mo no call | \$247,278.75 | \$250,000.00 | \$217,297.50 | 0.83% | 3.90% | 1.03% | 3130AKYH3 | Stifel | 2/10, 8/10 | Price 98.9115. Accr Int -\$806.94. S&P AA+. Qtlly call after 2 mo. |
| 01/26/21 | 05/26/22 | 01/26/26 | FHLBNK | 5 yr, 6 mo no call | \$249,688.76 | \$250,000.00 | \$221,700.00 | 0.50% | 0.75% | 0.53% | 3130AKMD5 | Stifel | 1/26, 7/26 | Price 99.875505. Accr Int -\$0 S&P Rating AA+/Moody's Aaa. Qtlly call after 6 mo. |
| 02/22/22 | 08/02/22 | 02/02/27 | FHLBNK | 5 yr, 6 mo no call | \$250,000.00 | \$250,000.00 | \$228,755.00 | 1.87% | 1.870% | 1.87% | 3130AQU92 | Stifel | 2/22, 8/22 | Price 100.00. Accr Int -\$0 S&P Rating AA+/Moody's Aaa. Qtlly call after 6 mo. |
| 02/11/21 | 02/10/23 | 02/10/28 | FHLBNK | 7 yr, 2 yr no call | \$248,890.00 | \$250,000.00 | \$209,435.00 | 0.78% | 1.00% | 0.85% | 3130AKVG8 | Stifel | 2/10, 8/10 | Price 99.556. Accr Int -\$5.42 S&P Rating AA+/Moody's Aaa. Qtlly call after 2 yr. |
| 1/30/2023 | 7/26/2023 | 1/26/2028 | FHLB | 1 yr no call | \$250,000.00 | \$250,000.00 | \$250,000.00 | 5.05% | 5.05% | 5.05% | 3130AUS6 | Stifel | 1/26, 7/26 | Price 100. S&P AA+/ Moody's Aaa. Call 1/26/24 |
| Total Federal Home Loan Bank | | | | | 5.91% | \$1,245,857.51 | \$1,250,000.00 | | | | | | | |
| Federal Home Loan Mortgage Corp. | | | | 1.41% | of City Portfolio | | | | | | | | | |
| 06/14/21 | 05/13/22 | 10/13/27 | Freddie Mac | 6.3yr, 2mo no call | \$247,401.36 | \$250,000.00 | \$215,912.50 | 0.90% | 4.08% | 1.07% | 3134GWYB6 | Stifel | 4/13, 10/13 | Price 98.960544. Accr Int -\$381.25. Moody's Aaa. Qtlly call after 2 mo. |
| 07/26/21 | 05/26/22 | 11/26/29 | Freddie Mac | 8.3yr, 4mo no call | \$49,253.72 | \$50,000.00 | \$40,728.00 | 1.17% | 5.72% | 1.36% | 3134GXET7 | Stifel | 5/26, 11/26 | Price 98.5074. Accr Int -\$97.50. Moody's Aaa. Qtlly call after 4 mo. |
| Total Federal Home Loan Mtg. Corp. | | | | | 1.41% | \$296,655.08 | \$300,000.00 | | | | | | | |
| Federal National Mortgage Assoc. | | | | 0.59% | of City Portfolio | | | | | | | | | |
| 04/22/21 | 10/20/22 | 10/20/25 | FNMA | 4.5yr, 18 mo no call | \$123,781.25 | \$125,000.00 | \$111,990.00 | 0.50% | 1.16% | 0.72% | 3136G44U4 | Stifel | 4/20, 10/20 | Price 99.025. Accr Int -\$3.47 S&P Rating AA+/Moody's Aaa. Qtlly call after 18 mo. |
| Total Federal National Mortgage Assoc. | | | | | 0.59% | \$123,781.25 | \$125,000.00 | | | | | | | |
| Total Agency Bonds | | | | | 16.16% | \$3,405,244.70 | \$3,425,000.00 | | | | | | | |
| SBA Backed | | | | 2.26% | of City Portfolio | | | | | | | | | |
| 04/27/15 | 05/01/22 | 03/01/24 | SBA | 17% CPR ave 2.84yr | \$23,907.25 | \$5,859.37 | \$5,775.09 | 4.34% | n/a | 1.55% | 83162CNQ2 | 1st Horiz | 3/1, 9/1 | Price 107.625. P & I returned semi-ann. Factor .19724463 A/I - \$1597.94 |
| 06/28/16 | 05/01/22 | 09/01/34 | SBA | 5% CPR ave 5.68yr | \$73,455.49 | \$64,470.28 | \$59,647.44 | 2.92% | n/a | 2.26% | 83162CWN9 | 1st Horiz | 3/1, 9/1 | Price 103.9375. P & I returned semi-ann. Factor .91278370 A/I - \$2165.58 |
| 11/04/16 | 05/01/22 | 01/01/30 | SBA | 15% CPR ave 3.82yr | \$73,407.76 | \$49,322.19 | \$48,100.38 | 4.38% | n/a | 2.00% | 83162CTA1 | 1st Horiz | 1/1, 7/1 | Price 108.50. P & I returned semi-ann. Factor .49279929 A/I - \$4,240.48. |
| 04/19/17 | 07/01/22 | 01/01/26 | SBA | 20% CPR ave 2.62yr | \$36,192.35 | \$23,498.78 | \$23,143.52 | 5.21% | n/a | 2.32% | 83162CQA4 | 1st Horiz | 1/1, 7/1 | Price 107.15625. P & I returned semi-ann. Factor .12404017. A/I - \$2,772.41 |
| 10/19/17 | 07/01/22 | 04/25/37 | SBA | 12% CPR ave 5.2yr | \$57,521.13 | \$58,096.57 | \$58,051.99 | 1.60% | n/a | 2.35% | 83164LFD8 | 1st Horiz | 25th of each mo. | Price 99.875. Int Rate Qtrly reset. P&I monthly. Factor-.46034880. A/I - \$368.28. |
| 10/19/17 | 07/01/22 | 04/25/37 | SBA | 12% CPR ave 5.2yr | \$4,295.60 | \$4,588.19 | \$4,783.75 | 1.60% | n/a | 2.35% | 83164LGR6 | 1st Horiz | 25th of each mo. | Price 99.875. Int Rate Qtrly reset. P&I monthly. Factor-.46814398. A/I - \$187.26. |
| 03/06/15 | 01/06/25 | 05/01/32 | SBA | 12% CPR ave 4.82yr | \$96,856.85 | \$97,006.24 | \$87,405.99 | 2.38% | n/a | 2.37% | 83162CUU5 | 1st Horiz | 5/1, 11/1 | Price 99.96875. P & I returned semi-ann. Factor-.84607815. A/I - \$3,950.42. |
| 04/03/20 | 07/01/25 | 02/01/28 | SBA | 20% CPR ave 5.2yr | \$111,121.84 | \$93,445.79 | \$90,246.34 | 5.16% | n/a | 2.32% | 83162CRP0 | 1st Horiz | 2/1, 8/1 | Price 107.00. Int Rate Qtrly reset. P&I monthly. Factor-.46034880. A/I - \$2,244.02 |
| Total SBA Backed | | | | | 2.26% | \$476,758.27 | \$396,287.41 | | | | | | | |
| Total Federal Securities - City | | | | | 26.26% | \$5,532,252.33 | \$5,313,335.31 | | | | | | | |

**CITY OF NEENAH
INVESTMENT PORTFOLIO
6/30/2023**

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|---|-------------------------------------|---------------------|------------------|--------------------|---------------------------------|-----------------------|--|-----------------------|--------------------|-------------------|--------------|-----------|-------------------------------------|--|--|
| Corporate Securities | | | | | | | | | | | | | | | |
| | | | | | 20.82% of City Portfolio | | | | | | | | | | |
| 09/23/21 | 05/24/22 | 02/24/26 | IBRD Bank | 4.45yrcoop AAA/Aaa | \$248,590.64 | \$250,000.00 | \$222,557.50 | 0.65% | 2.000% | 0.78% | 45906M2L4 | Stifel | 2/24, 8/24 | Price 99.436256. Accr Int-130.90.6mo no call then quarterly. S&P AAA/Moody's Aaa. | |
| 07/30/21 | 07/30/22 | 07/30/26 | Bank of America | 5yr corp A-/A2 | \$250,000.00 | \$250,000.00 | \$205,067.50 | 1.20% | 1.200% | 1.20% | 06048WM72 | Stifel | 1/30, 7/30 | Price 100.00. Accrued Int - \$0. 1yr no call. Semi-annual call. S&P AA-/Moody's A2. | |
| 04/14/22 | 10/14/22 | 04/14/25 | Bank of Montreal | 3 yr corp A+/A2 | \$250,000.00 | \$250,000.00 | \$230,395.00 | 3.40% | 3.400% | 3.40% | 06368GNS2 | Stifel | 4/14, 10/14 | Price 100.00. Accr Int-\$0. No call 6mo/then qtrly. S&P A+/Moody's A2. | |
| 06/27/22 | 12/27/22 | 06/30/24 | Toronto DomBnk | 2 yr corp A/A1 | \$250,000.00 | \$250,000.00 | \$245,325.00 | 4.25% | 4.250% | 4.25% | 89114X2X0 | Stifel | 3/31, 6/30, 9/30, 12/31 | Price 100.00. Accrued Int - \$0. No call 6 mo. S&P Rating A/Moody's A1. | |
| 11/18/21 | 11/18/24 | 11/18/24 | Westpac Banking | 3yr corp AA-/Aa3 | \$250,000.00 | \$250,000.00 | \$232,730.00 | 1.02% | 1.019% | 1.02% | 961214EU3 | Stifel | 5/18, 11/18 | Price 100.00. Accrued Int - \$0. Non call. S&P AA-/Moody's Aa3. | |
| 03/16/21 | 02/19/25 | 03/19/25 | Exxon Mobil | 4-yr corp AA-/Aa1 | \$269,416.50 | \$250,000.00 | \$241,047.50 | 2.99% | 0.971% | 1.01% | 30231GBH4 | Stifel | 3/19, 9/19 | Price 107.7666. Accr Int - \$3677.67. S&P AA-/Moody's Aa2. MKWhCII/Call 2/19/25. Make Whole Call T+35 anytime. | |
| 04/07/22 | 04/07/25 | 04/07/25 | Can Imp Bank | 3 yr corp AA-/A2 | \$250,354.56 | \$250,000.00 | \$240,075.00 | 3.30% | 3.250% | 3.25% | 13607HR46 | Stifel | 4/7, 10/7 | Price 100.141825. Accr Int-\$0. Make Whole call. Fitch AA-/Moody's A2. | |
| 05/26/22 | 04/14/25 | 04/14/25 | Royal Bank CN | 2.85yr corp A/A1 | \$250,164.00 | \$250,000.00 | \$241,760.00 | 3.38% | n/a | 3.35% | 78016EZ59 | Stifel | 4/14, 10/14 | Price 99.963. Accrued Int - \$0. Noncall. S&P A/Moody's A1. | |
| 02/03/21 | 06/12/25 | 06/12/25 | Toronto DomBnk | 4.35yrcoop A/Aa3 | \$255,688.32 | \$250,000.00 | \$228,052.50 | 1.15% | 0.62% | 0.62% | 89114QC9H | Stifel | 6/20, 12/20 | Price 102.275329. Accrued Int - \$407.29. Non-call. S&P Rating A/Moody's Aa3. | |
| 12/22/21 | 12/01/25 | 03/01/26 | Exxon Mobil | 4.45yrcoop AA-/Aa2 | \$266,193.75 | \$250,000.00 | \$238,720.00 | 3.04% | 1.350% | 1.44% | 30231GAT9 | Stifel | 3/1, 9/1 | Price 106.4775. Accr Int-\$3345.65. Call 3mo prior to matur. S&P AA-/Moody's Aa2 | |
| 02/04/21 | 12/22/25 | 01/22/26 | Equinor ASA | 4.85yrcoop AA-/Aa2 | \$262,153.37 | \$250,000.00 | \$228,730.00 | 1.75% | 0.735% | 0.75% | 29446MAJ1 | Stifel | 1/22, 7/22 | Price 104.861349. Accrued Int - \$145.83. late call . S&P Rating AA-/Moody's Aa2. | |
| 04/01/20 | 01/01/26 | 04/01/26 | JPMorg Chase | 5 yr corp A+/Aa2 | \$272,480.00 | \$250,000.00 | \$237,230.00 | 3.30% | 1.34% | 1.43% | 46625HQW3 | Stifel | 4/1, 10/1 | Price 108.992. Accrued Int - \$4,125.00. No-call. 4.75yr. S&P A-/Moody's A2. | |
| 02/05/21 | 01/14/26 | 01/14/26 | Natl Aus Bnk Ltd | 5yr corp AA-/Aa3 | \$281,680.20 | \$250,000.00 | \$239,315.00 | 3.38% | 0.757% | 0.76% | 63254AAP3 | Stifel | 1/14, 7/14 | Price 112.672078. Accrued Int - \$492.19. Non-call. S&P AA-/Moody's Aa3. | |
| 12/07/21 | 03/15/26 | 06/15/26 | JPMorg Chase | 4.5yr corp A-/A2 | \$267,526.72 | \$250,000.00 | \$236,327.50 | 3.20% | 1.500% | 1.58% | 46625HRS1 | Stifel | 6/15, 12/15 | Price 107.010686. Accr Int-\$3822.22. Call 3mo prior to maturity. S&P A-/Moody's A3. | |
| 02/01/22 | 04/19/26 | 04/19/26 | Bank of Am Corp | 4.25 yr corp A-/A2 | \$264,982.45 | \$250,000.00 | \$238,447.50 | 3.50% | 2.010% | 2.01% | 06051GFX2 | Stifel | 4/19, 10/19 | Price 105.99298. Accr Int-\$2,479.17. No call. S&P A-/Moody's A2. | |
| 07/14/21 | 07/14/26 | 07/14/26 | Royal Bank CN | 5yr corp AA-/A2 | \$250,606.50 | \$250,000.00 | \$220,407.50 | 1.15% | 1.100% | 1.10% | 78016EZT7 | Stifel | 1/14, 7/14 | Price 100.242601. Accrued Int - \$0. Non-call. S&P AA-/Moody's A2. | |
| 02/07/22 | 02/02/27 | 02/02/27 | Bank of Nova Sc | 5 yr corp A-/A2 | \$247,060.26 | \$250,000.00 | \$222,850.00 | 1.95% | 2.200% | 2.20% | 06417XAD3 | Stifel | 2/2, 8/2 | Price 98.824104. Accr Int-\$365.63. No call. S&P A-/Moody's A2. | |
| Total Corporate Securities - City | | | | | 20.82% | \$4,386,897.27 | \$4,250,000.00 | \$3,949,037.50 | | | | | | | |
| Certificates of Deposit | | | | | | | | | | | | | | | |
| | | | | | 22.83% of City Portfolio | | | | | | | | | | |
| 01/09/23 | 08/10/23 | 08/10/23 | CONE | 7 Mo CD | \$256,663.72 | \$256,663.72 | \$256,663.72 | 425.00% | 4.320% | 4.32% | 8000315154 | CONE C.U. | 1/9, 4/9, 7/9, 10/9 | 7 month CD. Dividends transferred to CONE Money Market. | |
| 01/03/23 | 09/04/23 | 09/04/23 | CFCU | 8 Mo CD | \$1,000,000.00 | \$1,000,000.00 | \$1,000,000.00 | 4.22% | 4.300% | 4.30% | 70122647452 | CFCU | Monthly | 8 month CD. Dividends transferred to CFCU Money Market | |
| 12/30/22 | 01/30/24 | 01/30/24 | BMO | 13 mo. CD | \$500,000.00 | \$500,000.00 | \$500,000.00 | 3.92% | 4.000% | 4.00% | 6900726245 | BMO | Quarterly | 13 month CD. Dividends transferred to BMO money market | |
| 01/12/23 | 12/12/27 | 12/12/27 | BMO | 59 Mo CD | \$250,000.00 | \$250,000.00 | \$250,000.00 | 4.40% | 4.500% | 4.50% | 6900740343 | BMO | Quarterly (1/12, 4/12, 7/12, 10/12) | 59 month CD. Dividends transferred to BMO money market | |
| 01/12/23 | 02/12/25 | 02/12/25 | BMO | 25 Mo CD | \$250,000.00 | \$250,000.00 | \$250,000.00 | 4.02% | 4.100% | 4.10% | 6900740340 | BMO | Quarterly (1/12, 4/12, 7/12, 10/12) | 25 month CD. Dividends transferred to BMO money market | |
| 01/12/23 | 12/12/25 | 12/12/25 | BMO | 35 Mo CD | \$250,000.00 | \$250,000.00 | \$250,000.00 | 4.21% | 4.300% | 4.30% | 6900740341 | BMO | Quarterly (1/12, 4/12, 7/12, 10/12) | 35 month CD. Dividends transferred to BMO money market | |
| 01/12/23 | 10/12/26 | 10/12/26 | BMO | 45 Mo CD | \$250,000.00 | \$250,000.00 | \$250,000.00 | 4.31% | 4.400% | 4.40% | 6900740342 | BMO | Quarterly (1/12, 4/12, 7/12, 10/12) | 45 month CD. Dividends transferred to BMO money market | |
| 04/04/23 | 09/02/24 | 09/02/24 | CFCU | 17 mo. CD | \$250,000.00 | \$250,000.00 | \$250,000.00 | 4.80% | 4.698% | 4.70% | 401217344118 | CFCU | Monthly | 17 month C.D. Dividends transferred to CFCU savinas. | |
| 04/21/23 | 11/20/23 | 11/20/23 | CFCU | 7 mo. CD | \$800,000.00 | \$800,000.00 | \$800,000.00 | 4.55% | 4.458% | 4.46% | 40122947373 | CFCU | Monthly | 7 month C.D. Dividends transferred to CFCU savinas. | |
| 03/23/20 | 05/30/24 | 05/30/24 | Capital One | 50 mo. CD | \$254,375.00 | \$250,000.00 | \$243,260.50 | 2.65% | 2.210% | 2.21% | 14042RLW9 | 1st Horiz | 5/30, 11/30 | 50 month C.D. Price 101.75. Dividends transferred 6 mo. Accr Int-\$2,069.18 | |
| 06/23/21 | 06/23/26 | 06/23/26 | UBSBnk USA | 60 mo. CD | \$250,000.00 | \$250,000.00 | \$219,220.00 | 0.75% | 0.750% | 0.75% | 90348JN48 | Stifel | 23rd of each mo. | 60 month C.D. Price 100.00. Dividends transferred every month. Accr Int-\$0 | |
| 07/08/21 | 07/08/26 | 07/08/26 | Sallie Mae Bnk | 60 mo. CD | \$250,000.00 | \$250,000.00 | \$221,160.00 | 1.00% | 1.000% | 1.00% | 7954506Y6 | Stifel | 1/8, 7/8 | 60 month C.D. Price 100.00. Dividends transferred every 6 mo. Accr Int-\$0 | |
| 09/28/21 | 09/28/26 | 09/28/26 | St Bank India | 60 mo. CD | \$250,000.00 | \$250,000.00 | \$220,765.00 | 1.15% | 1.150% | 1.15% | 856285XL0 | Stifel | 3/28, 9/28 | 60 month C.D. Price 100.00. Dividends transferred every 6 mo. Accr Int-\$0 | |
| Total Certificates of Deposit - City | | | | | 22.83% | \$4,811,038.72 | \$4,806,663.72 | \$4,711,069.22 | | | | | | | |

**CITY OF NEENAH
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|--|-------------------------------------|---------------------|---------------------------|----------------------|----------------|------------------------|--|------------------------|--------------------|-------------------|-------------|-------------|----------------|---|
| State/Municipal Taxable Securities | | | | | | | | | | | | | | |
| 10/27/20 | 05/01/22 | 11/01/23 | MemphisShelbyco | 3yr Muni AA/Aa3 | \$265,472.50 | \$250,000.00 | \$246,105.00 | 2.78% | 0.70% | 0.70% | 586108AQ5 | Stifel | 5/1, 11/1 | Price 106.189 Accrued Int - \$3,399.00 S&P Rating AA/Moody's Aa/3. MkWhCil MakeWholeCall T+35anytime |
| 03/12/21 | 05/01/22 | 04/21/27 | TxTran Comm | 6yr Muni Aa3 | \$306,825.00 | \$250,000.00 | \$253,347.50 | 5.00% | 1.107% | 1.11% | 882830AF9 | Stifel | 4/1, 10/1 | Price 122.73 Accrued Int - \$5,590.28. S&P n/a/Moody's Aa3. MkWhCil. MakeWholeCall T+20 anvtime |
| 03/15/19 | 06/01/22 | 06/01/25 | Grafton, WI | 6-yr Muni Callable | \$277,510.75 | \$275,000.00 | \$263,158.50 | 3.05% | 2.75% | 2.88% | 384514-UA-1 | PiperJafBMO | 6/1, 12/1 | Price 100.913 Accrued Int - \$2,423.06 Moody's Aa2 Call. w/30 days starting 6/1/22. |
| 04/12/22 | 06/01/23 | 06/01/23 | Franklin TN Tax | 1.15yrMun AAA/Aaa | \$0.00 | \$0.00 | \$0.00 | 2.00% | n/a | 2.02% | 354730F24 | Stifel | 6/1, 12/1 | Price 99.976 Accrued Int - \$2,729.17 S&P Rating AAA/Moody's Aaa. |
| 05/09/22 | 09/15/23 | 09/15/23 | St of Connecticut | 1.3yr Mun A+/AA3 | \$253,675.00 | \$250,000.00 | \$248,787.50 | 3.62% | n/a | 2.50% | 20772KEU9 | Stifel | 3/15, 9/15 | Price 101.47 Accrued Int - \$1,408.17 S&P Rating A+/Moody's AA3. |
| 10/01/21 | 12/01/24 | 12/01/24 | Erie PA Wtr Rev | 3.10 yr Muni AA | \$403,192.00 | \$400,000.00 | \$373,928.00 | 1.06% | n/a | 0.80% | 295542SZ8 | Stifel | 6/1, 12/1 | Price 100.798 Accrued Int - \$1,408.00 S&P Rating AA. MakeWholeCall. |
| 11/17/21 | 01/01/25 | 01/01/25 | Peoria IL Tax GO | 3.15 yr MuniA+/A+ | \$251,637.50 | \$250,000.00 | \$233,805.00 | 1.26% | n/a | 1.05% | 713178DX6 | Stifel | 1/1, 7/1 | Price 100.655 Accrued Int - \$0 S&P Rating A+/Moody's A+ |
| 08/15/18 | 04/01/25 | 04/01/25 | Grand Chute WI | 7-yr Muni Non-Call | \$175,505.75 | \$175,000.00 | \$170,355.50 | 3.65% | 3.600% | 3.60% | 38528H-AF-2 | PiperJafBMO | 4/1, 10/1 | Price 100.289 Accrued Int - \$0. S&P Rating AA. Non-Callable. |
| 03/31/22 | 03/01/25 | 04/01/25 | Florida Pwr&Lt. | 3.0 yr Muni A+/Aa2 | \$250,559.84 | \$250,000.00 | \$239,517.50 | 2.85% | 2.77% | 2.77% | 341081FZ5 | Stifel | 4/1, 10/1 | Price 102.409. Accrued Int - \$1,914.80. Moody's Aa2/ S&P A+. Call 1 mo.b4 mat. |
| 04/03/20 | 05/01/25 | 05/01/25 | State of WI GO | 5-yr RevBd AA/Aa1 | \$257,362.50 | \$250,000.00 | \$234,950.00 | 1.875% | 1.274% | 1.27% | 97705MQK4 | PiperJafBMO | 5/1, 11/1 | Price 102.945 Accrued Int - \$677.08 S&P Rating AA/Moody's Aa1. |
| 10/05/22 | 05/01/25 | 05/01/25 | WI St Taxable Ser 2 Go Ut | 5-yr RevBd AA/Aa1 | \$155,350.80 | \$165,000.00 | \$155,067.00 | 1.875% | n/a | | 97705MZF3 | Stifel | 5/1, 11/1 | S&P Rating AA+. Original CUSIP 97705MQK4/pledge was moved to 2 different CUSIPS. \$85,000 to 97705MZF5 and \$165,000 to 97705MZF3 |
| 10/05/22 | 05/01/25 | 05/01/25 | WI St Taxable Ser 2 Go Ut | 5-yr RevBd AA/Aa1 | \$80,029.20 | \$85,000.00 | \$79,883.00 | 1.875% | n/a | | 97705MZF5 | Stifel | 5/1, 11/1 | Not Rated. Original CUSIP 97705MQK4/pledge was moved to 2 different CUSIPS. \$85,000 to 97705MZF5 and \$165,000 to 97705MZF3 |
| 02/28/22 | 11/15/25 | 11/15/25 | AustinTX Elec Util | 3.5 yr Muni AA | \$256,022.50 | \$250,000.00 | \$236,312.50 | 2.68% | n/a | 2.00% | 052414RR2 | Stifel | 5/15, 11/15 | Price 102.409. Accrued Int - \$1,914.80. Moody's Aa3/ S&P AA. MakeWholeCall. |
| 10/29/20 | 03/01/26 | 03/01/26 | Beaumont TX | 5.5 yr Muni AA-/Aa2 | \$303,162.50 | \$250,000.00 | \$251,292.50 | 5.00% | n/a | 0.91% | 0745096C9 | Stifel | 3/1, 9/1 | Price 121.265 Accrued Int - \$0 S&P Rating AA-/Moody's Aa2. |
| 08/15/18 | 04/01/26 | 04/01/26 | Grand Chute WI | 8-yr Muni Non-Call | \$265,863.90 | \$265,000.00 | \$255,558.05 | 3.75% | 3.700% | 3.70% | 38528H-AG-0 | PiperJafBMO | 4/1, 10/1 | Price 100.326 Accrued Int - \$0. S&P Rating AA. Non-Callable. |
| 04/20/20 | 04/01/26 | 04/01/26 | Milwaukee, WI | 6-yr Muni AA-/AA- | \$259,672.50 | \$250,000.00 | \$233,587.50 | 3.00% | 2.30% | 2.30% | 602366-E5-1 | PiperJafBMO | 4/1, 10/1 | Price 101.083 Accrued Int - \$0 S&P Rating AA-/Fitch AA- |
| 11/17/20 | 08/01/26 | 08/01/26 | Cranston RI | 5.75 yr Muni AA-/Aa2 | \$253,040.00 | \$250,000.00 | \$221,540.00 | 1.50% | n/a | 1.28% | 224562HR2 | Stifel | 2/1, 8/1 | Price 101.216 Accrued Int - \$0 S&P Rating AA- |
| 11/04/21 | 11/15/26 | 11/15/26 | Connslvl PA SchD | 5-yr Muni AA/Aa | \$313,093.80 | \$310,000.00 | \$272,279.20 | 1.39% | n/a | 1.18% | 207889UG9 | Stifel | 5/15, 11/15 | Price 100.998 Accrued Int - \$0 S&P Rating AA/Moody's Aa |
| 11/17/21 | 01/01/27 | 01/01/27 | Peoria IL Tax GO | 5.15 yr MuniA+/A+ | \$252,355.00 | \$250,000.00 | \$221,707.50 | 1.69% | n/a | 1.50% | 713178DZ1 | Stifel | 1/1, 7/1 | Price 100.942 Accrued Int - \$0 S&P Rating A+/Moody's A+ |
| 05/03/22 | 05/01/27 | 05/01/27 | Ecorse MI Schls | 5yr Mun Aa1 | \$236,052.50 | \$250,000.00 | \$227,195.00 | 2.03% | n/a | 3.53% | 279196CU1 | Stifel | 5/1, 11/1 | Price 94.421 Accrued Int - \$31.97 S&P Rating n/a/Moody's Aa1. |
| 09/24/20 | 08/01/27 | 08/01/27 | SanBern adinoCA | 6.85-yr Muni AA/A1 | \$254,410.00 | \$250,000.00 | \$216,717.50 | 1.64% | n/a | 1.37% | 796711H36 | Stifel | 2/1, 8/1 | Price 101.764 Accrued Int - \$0 S&P Rating AA/Moody's A1. |
| 11/24/21 | 08/01/27 | 08/01/27 | Tigard OR Wtr | 5.65yrMuni AA/Aa3 | \$255,957.50 | \$250,000.00 | \$221,205.00 | 2.00% | n/a | 1.56% | 88675ABU9 | Stifel | 2/1, 8/1 | Price 102.383 Accrued Int - \$1,569.44 S&P Rating AA/Moody's Aa3. |
| 01/28/22 | 01/01/28 | 01/01/28 | Boone IL SchDist | 5.9yr Muni AA/Aa | \$257,542.50 | \$250,000.00 | \$222,627.50 | 2.48% | n/a | 1.94% | 099032GS7 | Stifel | 1/1, 7/1 | Price 103.017 Accrued Int - \$465.38 S&P Rating AA/Moody's Aa3. |
| 04/12/22 | 08/01/23 | 08/01/23 | Annapis MD Tax | 1.3yr Muni AA+/Aa1 | \$252,547.50 | \$250,000.00 | \$248,330.00 | 3.00% | n/a | 2.20% | 0357712S2 | Stifel | 2/1, 8/1 | Price 101.019 Accrued Int - \$1,479.17 S&P Rating AA+/Moody's Aa1. |
| 02/15/23 | 08/01/23 | 02/01/28 | Milwaukee WI Txbi | 5-yr Muni Non-Call | \$251,095.00 | \$250,000.00 | \$251,095.00 | 4.60% | n/a | 4.58% | 602366U79 | Stifel | 2/1, 8/1 | S&P AA |
| 2/16/2023 | 11/1/2023 | 5/1/2025 | Wisconsin St | 2.3 yr | \$251,107.50 | \$250,000.00 | \$251,107.50 | 4.415% | n/a | 4.396% | 977100HS8 | Stifel | 5/1, 11/1 | Moody Aa2 |
| State/Municipal Taxable Securities-City | | | | | 30.09% | \$6,339,043.54 | \$6,175,000.00 | \$5,829,459.25 | | | | | | |
| Total Securities - City | | | | | 100.00% | \$21,069,231.86 | \$20,544,999.03 | \$19,305,278.25 | | | | | | |

**CITY OF NEENAH
INVESTMENT PORTFOLIO
6/30/2023**

| Purchase Date | Estimated Pre Pay or Next Call Date | Final Maturity Date | Security | Description | Cost | Par Value | 12/31/22 or "At Purchase" Market Value | Coupon Rate | Yield to Call/Date | Yield to Maturity | Cusip # | Vendor | Interest Dates | Miscellaneous |
|---|-------------------------------------|---------------------|--------------------|------------------------|------------------------|------------------------|--|-------------|--------------------|-------------------|-----------|--------|----------------|---|
| Water (Operating) | | | | | | | | | | | | | | |
| Federal Securities | | | | | | | | | | | | | | |
| 06/14/21 | 05/13/22 | 10/13/27 | FNMA | 6.3yr, 2mo no call | \$247,401.36 | \$250,000.00 | \$215,912.50 | 0.90% | 4.08% | 1.07% | 3134GWYB6 | Stifel | 4/13, 10/13 | Price 98.960544. Accr Int -\$381.25. Moody's Aaa. Qtly call after 2 mo. |
| 03/16/21 | 05/16/22 | 02/16/27 | FFCBNK | 6 yr, 11mo no call | \$245,499.90 | \$250,000.00 | \$216,675.00 | 0.78% | 2.78% | 1.10% | 3133EMQW5 | Stifel | 2/16, 8/16 | Price 98.199958. Accr Int \$162.50 S&P AA+/Moody's Aaa. Cont.call after 11 mo. |
| 04/05/21 | 04/12/23 | 08/13/26 | FFCBNK | 5.45 yr w/2 call dates | \$245,157.50 | \$250,000.00 | \$218,902.50 | 0.70% | 2.80% | 1.73% | 3133EL3X0 | Stifel | 2/13, 8/13 | Price 98.063. Accr Int \$252.78 S&P AA+/Moody's Aaa. 2 call-3/12/22&23. |
| Total Federal Securities | | | | | \$738,058.76 | \$750,000.00 | \$651,490.00 | | | | | | | |
| Corporate Securities | | | | | | | | | | | | | | |
| 03/16/21 | 02/19/25 | 03/19/25 | Exxon Mobil | 4-yr corp AA-/Aa1 | \$269,416.50 | \$250,000.00 | \$241,047.50 | 2.99% | 0.971% | 1.01% | 30231GBH4 | Stifel | 3/19,9/19 | Price107.7666. Accr Int - \$3677.67. S&P AA-/Moody's Aa2. MKWhCII/Call 2/19/25. Make Whole Call T+35 anytime. |
| 04/01/20 | 01/01/26 | 04/01/26 | JPMorg Chase | 5 yr corp A+/Aa2 | \$272,480.00 | \$250,000.00 | \$237,230.00 | 3.30% | 1.34% | 1.43% | 46625HQW3 | Stifel | 4/1,10/1 | Price 108.992. Accrued Int - \$4,125.00. No-call 4.75yr. S&P A-/Moody's A2. |
| 02/01/22 | 04/19/26 | 04/19/26 | Bank of Am Corp | 4.25 yr corp A-/A2 | \$264,982.45 | \$250,000.00 | \$238,447.50 | 3.50% | 2.010% | 2.01% | 06051GFX2 | Stifel | 4/19,10/19 | Price 105.99298. Accr Int-\$2,479.17. No call. S&P A-/Moody's A2. |
| Total Corporate Securities | | | | | \$806,878.95 | \$750,000.00 | \$716,725.00 | | | | | | | |
| State/Municipal Taxable Securities | | | | | | | | | | | | | | |
| 03/31/22 | 03/01/25 | 04/01/25 | Florida Pwr<. | 3.0 yr Muni A+/Aa2 | \$250,559.84 | \$250,000.00 | \$239,517.50 | 2.85% | 2.77% | 2.77% | 341081FZ5 | Stifel | 4/1,10/1 | Price 102.409. Accrued Int - \$1,914.80. Moody's Aa2/ S&P A+. Call 1 mo.b4 mat. |
| 02/28/22 | 11/15/25 | 11/15/25 | AustinTX Elec Util | 3.5 yr Muni AA | \$256,022.50 | \$250,000.00 | \$236,312.50 | 2.68% | n/a | 2.00% | 052414RR2 | Stifel | 5/15,11/15 | Price 102.409. Accrued Int - \$1,914.80. Moody's Aa3/ S&P AA. MakeWholeCall. |
| 01/28/22 | 01/01/28 | 01/01/28 | Boone IL SchDist | 5.9yr Muni AA/Aa | \$257,542.50 | \$250,000.00 | \$222,627.50 | 2.48% | n/a | 1.94% | 099032GS7 | Stifel | 1/1, 7/1 | Price 103.017 Accrued Int - \$465.38 S&P Rating AA/Moody's Aa3. No call. |
| Total State/Municipal Taxable Securities | | | | | \$764,124.84 | \$750,000.00 | \$698,457.50 | | | | | | | |
| Total Water (Operating) | | | | | \$2,309,062.55 | \$2,250,000.00 | \$2,066,672.50 | | | | | | | |
| Total Water All Securities | | | | | \$2,309,062.55 | \$2,250,000.00 | \$2,066,672.50 | | | | | | | |
| Total All City/Water Securities | | | | | \$23,378,294.41 | \$22,794,999.03 | \$21,371,950.75 | | | | | | | |